



# An Analysis of College Students' Employability from the Perspective of Academic Satisfaction

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**Abstract:** From the perspective of academic satisfaction, this study deeply discusses the employability of college students. First of all, this paper expounds the theoretical basis of academic satisfaction and employability, and analyzes the current situation and challenges faced by college students in employment. The research shows that there are significant differences between the employability of college students under different levels of academic satisfaction: the higher the degree of academic satisfaction, the better the employability of college students. In addition, academic satisfaction also has a positive impact on college students' employability through improving their comprehensive quality and strengthening their professional skills. Finally, the research points out that improving the academic satisfaction of college students is not only of great significance in the theoretical level, but also provides practical strategies and suggestions for the reform of university education and the improvement of the employment level of college students.

**Keywords:** academic satisfaction, college students' employability, comprehensive quality, professional skill, and education reform.

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## 1. Introduction

With the popularization of higher education and the intensification of competition in the job market, the employment of college students has become the focus of social attention. In this context, academic satisfaction, as an important index to measure the quality of college students' education and learning experience, has gradually emerged its impact on college students' employability. This study aims to reveal the intrinsic relationship between academic satisfaction and college students' employability, and through in-depth analysis of the employability characteristics of college students at different levels of academic satisfaction, provide targeted strategy suggestions for the government, colleges and universities and individual students, with a view to making substantial progress in improving college students' employability.

## 2. Theoretical basis of academic satisfaction and college students' employability

### 2.1 Definition and measurement of academic satisfaction

Academic satisfaction refers to students' satisfaction with the educational process, teaching content, teaching methods, learning environment and their own learning results. It is a subjective feeling and evaluation of the quality of education, and profoundly reflects students' recognition and acceptance[1] of learning experience. This degree of satisfaction is not only directly related to students' learning motivation and learning effect, but also has an important impact on their long-term career development.

Academic satisfaction is affected by multiple factors, among which the teaching quality is the key link, the teaching level of teachers, the innovation and practicability of teaching methods, and the novelty of teaching content all play an important role[2]. In addition, the learning environment is also a factor that cannot be ignored, including the learning resources provided by the school, teaching facilities and the overall learning atmosphere. Academic satisfaction is also influenced by the degree to which students recognize their learning achievements, and is generally higher when students are satisfied with their grades and progress. At the same time, personal factors such as learning interest, learning motivation and learning attitude also affect the level of academic satisfaction to some extent.

In order to evaluate academic satisfaction accurately, various methods can be used, such as questionnaire survey, which is designed to collect students' evaluation quantitatively; Interviews to gain insight into students' learning experience and satisfaction through face-to-face communication; And the observational method, which indirectly assesses students' academic satisfaction by observing their learning behavior and classroom performance.

## **2.2 Connotation and composition of college students' employability**

College students' employability refers to their comprehensive strength in the job market, which covers many key aspects. First of all, they include basic work skills such as reading, writing and calculation, as well as essential workplace qualities[3] such as interpersonal communication, organization and management, coordination and communication, overall planning, foreign language and computer application. These abilities are the basic threshold for college students to enter the workplace, and are also the core abilities that employers generally pay attention to.

Secondly, professional skills are the professional knowledge and skills that college students master in a specific industry or field. These skills are obtained through systematic professional course learning and practical training, which constitute the core competitiveness of college students in the job market. The proficiency of professional skills not only affects the employment competitiveness of college students, but also directly relates to their satisfaction and sense[4] of achievement in work.

In addition, job-hunting skills are also an important part of college students' employability, including resume writing, interview skills, job-hunting information collection and so on. These skills can help college students better demonstrate their advantages and improve the success rate of job hunting, so as to successfully enter the workplace.

In addition to the above abilities, college students' employability also covers a series of comprehensive qualities, such as environmental adaptability, psychological adjustment, innovative thinking and entrepreneurial ability. These abilities help college students better adapt to the workplace environment, cope with the challenges and pressure in work, and achieve personal career development. Environmental adaptability enables college students to quickly integrate into the new environment and establish good interpersonal relationships; Psychological adjustment ability helps them maintain a positive attitude in the face of setbacks; Innovative thinking enables them to flexibly respond to various challenges and come up with innovative solutions; While entrepreneurial ability enables college students to seize market opportunities and start their own businesses or careers.

## **3. Employment status and challenges of college students from the perspective of academic satisfaction**

### **3.1 Analysis of college students' employment status**

In recent years, the employment of college students has become the focus of the society. The number of college graduates has increased year by year, but the demand of the job market has not expanded simultaneously, resulting in an imbalance between supply and demand. Statistics show that the employment rate of graduates in some majors has shown a downward trend for several consecutive years, especially during the period of economic slowdown and industrial restructuring, the employment demand of traditional industries has decreased, while the demand for high-quality talents in emerging industries has been increasing, which makes some graduates face greater employment pressure[5].

The imbalance in the division of industries also significantly affects the employment situation of college students. Technological innovation and industrial upgrading have led to the vigorous development of emerging industries such as information technology and biotechnology, which has also led to the lack[6] of competitiveness of non-technical graduates in the job market. Major offerings and course content in some universities lag behind changes in market demand, leaving graduates with obvious weaknesses in core skills and job matching.

Geographical factors have a great impact on college students' employment choices. Although big cities offer more job opportunities, the high cost of living and fierce competition, while small and medium-sized cities have limited development space, which brings confusion to graduates. However, the role of academic satisfaction in the employment situation of college students has gradually become prominent. High academic satisfaction not only increases students' career confidence, but also improves their mental performance in the process of job hunting. Many schools are trying to help students gain a better foothold in the job market by improving the quality of their courses, strengthening career guidance and interactive ties with industry. The improvement of the matching degree between academic choice and career development is an important way to ease the current employment pressure of college students.

### **3.2 Identification of employment challenges for college students**

In the context of rapid social and economic development, college students are faced with many employment challenges. One is the fierce competition in the job market. With the popularization of higher education, the number of college graduates has been increasing, but the growth rate of jobs has not kept up, resulting in an oversupply of jobs. Second, the matching rate between industry demand and major is not high. Many college students find that their major is out of line with the market demand when they graduate, which makes them unable to give full play to what they have learned. Third, enterprises have

higher requirements for comprehensive quality. Modern enterprises focus on comprehensive abilities, such as teamwork, communication and innovative thinking, while many graduates lack advantages in these aspects. The imbalance of regional economic development leads to the dilemma of geographical choice for graduates. Although there are more opportunities in big cities, living costs are high; While small and medium-sized cities have low cost of living, but relatively few development opportunities. Some college students lack a clear career plan and psychological preparation in the process of choosing a career. They pay too much attention to short-term interests and neglect the long-term goal of career development. These comprehensive factors together constitute the challenges[7] that college students need to solve in the process of employment. Improving academic satisfaction can help alleviate these challenges to a certain extent, and improve individual competitiveness and employment adaptability.

### **3.3 Differences in employability of college students under different levels of academic satisfaction**

There are obvious differences in the employability of college students under different levels of academic satisfaction. This difference is not only reflected in their professional knowledge and practical ability, but also profoundly affects their comprehensive quality.

For the group with high academic satisfaction, their employability is particularly prominent[8]. They not only have solid professional knowledge and can skillfully master and apply the theories they have learned, but also perform well in practice. These college students are usually able to actively participate in various practical activities, combining theoretical knowledge with practice, so as to continuously improve their ability in practice. In addition, they have a high overall quality, with good communication skills, teamwork spirit and innovative thinking, which make them more competitive in the job market.

In contrast, the employability characteristics of the middle degree satisfaction group appear to be more average. Although they can pass in the degree of professional knowledge, they lack depth and breadth. In terms of practical ability, although they have dabbled in it, they still need to be improved. In terms of comprehensive quality, they may lack some key skills or traits, such as leadership and ability to work under pressure, which limits their career development to some extent.

As for the group with low academic satisfaction, their employability characteristics are more worrying. Professional knowledge is not firm, and often only stays on the surface, difficult to understand and apply deeply. Practical ability is lacking, lack of practical experience and the ability to solve problems. In terms of comprehensive quality, they may show poor self-management and interpersonal skills, which makes them at a disadvantage in the job market.

To sum up, there are significant differences in employability of college students with different levels of academic satisfaction, and the two are positively correlated. Therefore, colleges and universities should improve teaching methods and strengthen practical teaching to enhance students' academic satisfaction and employability. At the same time, college students themselves should also make active efforts to improve their study input and practical ability, so as to lay a solid foundation for their future career development.

## **4. Analysis of the impact of academic satisfaction on college students' employability and strategic proposals**

### **4.1 Analysis of the impact of academic satisfaction on college students' employability**

As an important index to measure students' subjective feelings on education quality, academic satisfaction has a profound impact[9] on college students' employability. This paper discusses how academic satisfaction affects college students' employability from three aspects: professional knowledge reserve, practical ability training and comprehensive quality improvement.

First of all, academic satisfaction has a direct impact on professional knowledge learning. High satisfaction means that students have a high recognition of teaching content, teaching methods and teaching effects, thus stimulating their enthusiasm to learn professional knowledge and skills. Professional knowledge reserve is the cornerstone of college students' employability, which not only determines whether college students are competent for specific posts, but also affects their potential and space for career development. Therefore, high academic satisfaction can help college students accumulate solid professional knowledge and lay a solid foundation for their future employment.

Secondly, academic satisfaction is also crucial to the cultivation of practical ability. Practice is the only criterion for testing truth, and it is also an effective way[10] to enhance employability. Students with high academic satisfaction are often more willing to participate in practical activities, such as internships and practical training, which help them apply what they have learned to practical work, thereby improving their practical ability. College students with strong practical ability are more competitive in the job market, able to adapt to the work environment more quickly and meet the needs of enterprises.

Finally, academic satisfaction also affects the improvement of college students' comprehensive quality. Comprehensive quality includes communication ability, teamwork ability, innovative thinking and other aspects, which is an important part of college students' employment competitiveness. Students with high academic satisfaction are usually able to develop themselves in an all-round way and improve their comprehensive quality in the learning process. The improvement of comprehensive quality helps college students to better exert their personal advantages and realize their personal value in the workplace.

## 4.2 Strategies and suggestions for improving college students' employability

In the current competitive job market, improving the employability of college students has become the focus of attention from all walks of life. To solve this problem, the following strategies and suggestions are put forward from the three levels of government, colleges and universities and students.

At the government level, employment policy guidance and support should be strengthened. The government should introduce more specific and targeted employment policies to provide more job opportunities and entrepreneurship support for college students. At the same time, more investment should be made in the training of employability in colleges and universities, and colleges and universities should be encouraged to strengthen practical teaching and employment guidance services to improve the employment competitiveness of college students.

At the university level, it is very important to optimize the curriculum and teaching methods. Colleges and universities should adjust their curriculum according to market demand and industry development, and increase courses and practice links closely related to employment. At the same time, diversified teaching methods should be adopted to stimulate students' interest and initiative in learning and cultivate their innovative thinking and problem-solving abilities. In addition, cooperation between schools and enterprises and practical training will be strengthened to provide more practical opportunities for students so that they can improve their professional skills and comprehensive quality in practice. At the same time, colleges and universities should also enhance students' awareness of career planning and job-hunting skills by offering career planning courses and holding job-hunting lectures to help students clarify their career goals and improve job-hunting skills.

At the individual level, the key is to improve students' academic satisfaction and interest in study. Students should actively participate in classroom learning and extracurricular activities to cultivate their learning interest and academic accomplishment. At the same time, they should actively participate in practical activities and community organizations to exercise their organization and coordination ability and teamwork spirit. In addition, it is particularly important to strengthen self-management and career planning ability. Students should make reasonable study plans and career plans, make clear their development direction and goals, and constantly improve their comprehensive quality and employment competitiveness.

## 5. Conclusion

From the perspective of academic satisfaction, this study makes a comprehensive and in-depth analysis of college students' employability. By building a comprehensive analytical framework and detailed empirical research, we reveal the intrinsic relationship between academic satisfaction and college students' employability, and analyze the differences of college students' employability under different levels of academic satisfaction. The results show that improving academic satisfaction is an important way to improve college students' employability. Looking ahead, we will continue to deepen the research on the relationship between academic satisfaction and college students' employability, and explore more effective strategies and suggestions, with a view to making greater progress in improving college students' employability. At the same time, we also hope that the government, universities and individual students can pay attention to the impact of academic satisfaction on the employability of college students, and make joint efforts to enhance the employment competitiveness of college students, so as to make greater contributions to the harmonious, stable and sustainable development of society.

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