

THE INFLUENCE OF COLLEGE STUDENTS' TIME MANAGEMENT TENDENCY ON JOB-HUNTING ANXIETY: MEDIATING ROLE OF JOB-HUNTING SELF-EFFICACY

Peiqing Han

Henan Institute of Economics and Trade, Zhengzhou, Henan, China

received: 28.9.2021;

revised: 1.12.2021;

accepted: 8.12.2021

SUMMARY

Background: To explore the influence of career self-efficacy and time management tendency on career anxiety of college students, and to analyze the mediating effect of career self-efficacy between time management tendency and career anxiety of college students.

Subjects and methods: By random cluster sampling, 300 college students were selected, and all the tests were completed at one time with the scale of adolescent time management tendency and the scale of college students' self-efficacy in choosing jobs.

Results: Gender differences have a significant impact on college students' self-efficacy in choosing jobs. The average level of college students' time management ability is higher. The total scores of time monitoring, time efficacy and time management tendency of college students have a significant negative correlation with career anxiety. The total scores of time efficacy and time management tendency can directly predict achievement motivation.

Conclusions: Time management tendency is an important factor affecting college students' anxiety in choosing a job, and the skills of time management tendency of college students can be trained and coached.

Key words: college students - time management tendency - career anxiety - self-efficacy in choosing jobs

* * * * *

INTRODUCTION

Time management tendency is an individual's psychological and behavioral characteristics in the way of using time (Jie et al. 2019), and it is a personality tendency for individuals to master and control time. Relevant research at home and abroad shows that, as a basic personality characteristic, individual time management not only has a predictive function on individual work performance and study performance, but also is closely related to stress, career anxiety, physical tension, subjective well-being, self-worth and life satisfaction. Job-hunting anxiety is a special type of job-hunting anxiety related to the job-hunting environment, and it is an uncomfortable emotional state accompanied by cognitive difficulties (Fu et al. 2020). Both of them are the expression of personality traits in specific fields, including both the stable side of personality and the special side of reaction in specific situations. Therefore, the analysis of the relationship between the two is helpful to understand the preliminary mechanism and law of the influence of time management tendency on career anxiety, and to provide the basis for improving college students' time management level, reducing career anxiety, and at the same time, to expand ideas for mental health education and quality education.

Time disposition and the concept of career anxiety time management tendency

At present, the research on the direction of time management has become a hot spot. The research on the attitude, experience and structure of time in the psycho-

logical field shows that individuals tend to use time. From the process sequence of managing time, time management tendency can be divided into three dimensions: time value sense, time monitoring sense and time efficiency sense.

The sense of time value refers to the individual's stable attitude and concept on the function and value of time, which plays a guiding role in the way of using time; The concept of time monitoring refers to the individual's concept and ability to use and manage time, which is embodied by explicit activities such as setting plans, setting goals and allocating time; Time efficacy refers to the individual's expectation and belief in using time, which reflects the individual's confidence in time management ability and the estimation of time management behavior ability.

In short, the sense of time value, the sense of time efficacy and the view of time monitoring are the psychological and behavioral characteristics of values, self-efficacy and self-monitoring in individual time management, respectively, and are a kind of personality characteristics in time dimension.

Since time disposition is a personality characteristic, it may have a predictive effect on personal work performance, for example, on students' academic achievements. In recent years, researches on the relationship between time management and students' academic achievements have gradually increased. Literature (Feng et al. 2020) shows that there is a significant difference in time management disposition scores between students with high academic performance and students with low academic performance.

The definition of career anxiety has the following angles

First, career anxiety is a cognitive evaluation. Literature (Zhang et al. 2019) defines career anxiety as a cognitive evaluation of internal and external stimuli when college graduates are faced with career scenarios. It is expected that unknown dangers in career scenarios will threaten self-expectation and self-development, and at the same time, they feel unable to cope with a strong and lasting emotional experience.

Second, job-hunting anxiety is a state of mental stress. Literature (Thomas et al. 2019) defines the anxiety of choosing a job as: the anxiety of college graduates during choosing a job, which is a special state of mental stress caused by the whole situation of choosing a job.

Thirdly, the anxiety about choosing a job is a temporary and state-based emotional experience. Literature (Strube et al. 2019) thinks that job-hunting anxiety is the emotional experience of college students in the face of employment problems, which may occur in the future, such as the failure to achieve the initial employment goals and unsatisfactory job search, etc. It is a state-based job-hunting anxiety. With the graduation date approaching, the problem of choosing a job is highlighted, and the anxiety of choosing a job will be aggravated. When the job is implemented, the anxiety of choosing a job will be effectively alleviated.

Fourthly, it emphasizes that the anxiety of choosing a job is caused by external factors, and thinks that the external situation leads to physiological and psychological changes. Literature (Simakova et al. 2020) thinks that job-hunting anxiety is caused by the external employment environment. In the process of job-hunting, there are negative emotional experiences such as anxiety, uneasiness and fear, and the corresponding cognitive, physiological and behavioral changes caused by them.

SUBJECTS AND METHODS

In this study, 300 subjects were selected by simple random sampling in our school, and were tested by issuing paper questionnaires and electronic questionnaires. After collecting and sorting out the questionnaires, 27 invalid questionnaires were kicked out, and 273 valid questionnaires remained, with an effective recovery rate of 91%.

Research instruments

In this study, the College Students' Job-hunting Efficacy Scale revised by Long Yanmei of Shanghai Normal University under the guidance of Professor Gu Haigen was used. This scale translated the Career Self-efficacy Scale (Short Form) compiled by psychologists Betz and Taylor of Ohio State University in 1983 and revised in 2001 into Chinese.

The scale is composed of 25 items, and it is required to be tried for 5 grades, from "no confidence at all" to

"full confidence", with a total score of 125, and the total score of each sub-scale is 25. The higher the scale score, the higher the college students' self-efficacy in choosing jobs. The questionnaire is divided into five dimensions: self-evaluation, information collection, target screening, planning and problem solving. The reliability of the questionnaire is 0.939.

Adopt the Scale of Adolescent Time Management Disposition compiled by Huang Xiting. There are 44 items in the scale, including three dimensions: time value, time monitoring and time efficacy. The scale uses 5 grades, with 1-5 points corresponding to different grades from "totally inconsistent" to "completely consistent". The higher the scale score, the higher the time management level. Cronbach's coefficient of each dimension of the scale is 0.61-0.81, and retest reliability coefficient is 0.71-0.85.

Research program

Firstly, the two scales of self-efficacy and time management tendency were integrated together, and the guidance and demographic options were added to the front of the questionnaire, and anonymous tests were conducted in public places such as school study rooms and student apartments according to the unified guidance. The whole test lasted about 25 minutes, and all the subjects were informed and agreed. After the test, the questionnaire was taken back on the spot. For electronic questionnaires, they are distributed and recycled by mail or instant messaging tools.

Statistical analysis

The data were input into the computer and analyzed by SPSS 17.0, including difference test, correlation analysis and regression analysis.

RESULTS

Gender differences in job-hunting efficacy

Divide the subjects into different genders, calculate the mean and standard deviation, and carry out the difference test. The results are shown in Table 1. There are significant differences in self-efficacy of college students of different genders, especially in collecting information. Female college students scored lower than male college students in five dimensions: self-evaluation, information collection, target screening, planning and problem solving.

Analysis of the current situation of time management tendency

The scale uses a 5-point score, in which the middle level is 3 points and the overall middle level is 132 points. Time sense subscale, time monitoring subscale, and time efficacy subscale, with the middle level being 30 points, 72 points, and 30 points respectively.

Table 1. Gender comparison

	Self-assessment	Gather information	Goal screening	Draw up a plan	Problem solving	Aggregate score
Male						
Mean value	17.315	19.247	18.27	17.248	18.551	91.35
Standard deviation	3.228	3.318	2.556	2.506	2.638	10.287
Female						
Mean value	15.171	15.247	16.018	16.247	15.981	81.016
Standard deviation	3.369	3.442	3.362	3.206	3.514	14.338
Difference test						
T	3.012	3.368	2.982	2.448	3.035	3.411
Sig	0.002	0.001	0.003	0.017	0.002	0.001

Table 2. Correlation analysis between time management tendency and career anxiety

Trend	Sense of time value	Time monitoring concept	Time efficacy	Total score of time management tendency
Career anxiety	-0.022	-0.158**	-0.249**	-0.137**

Note:***P<0.01

Table 3. Stepwise regression analysis of time management tendency on achievement motivation and career anxiety

	Career anxiety		Pursue the motive of success		Avoid failure motivation		Achievement motivation	
	β	ρ	β	ρ	β	ρ	β	ρ
Sense of time value	-	-	-	-	-	-	-	-
Time monitoring concept	-	-	-	-	-	-	-	-
Time efficacy	-0.183	0.02	-	-	-0.211	0.000	0.196	0.033
Time management inclination	-	-	0.663	0.000	-	-	0.217	0.016

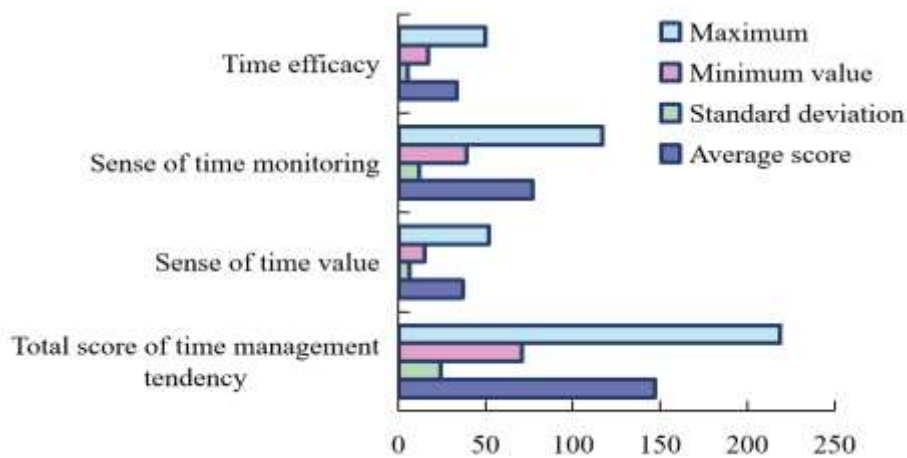


Figure 1. Descriptive statistics of college students' time management tendency

Figure 1 shows that college students' time management tendency and the average scores of each dimension are higher than the medium level, which shows that the average level of college students' time management ability is higher.

Correlation analysis between college students' time management tendency and career anxiety

The correlation analysis between the scores of the subscales and total scores of Time Management Disposition Scale and the scores of Career Anxiety Scale shows that there is no significant negative correlation

between the sense of time value and career anxiety, but there is a significant negative correlation between college students' view of time monitoring, time efficacy and total score of time management disposition and career anxiety, as shown in Table 2.

Comparison of career anxiety between college students with high and low time management tendency

The total scores of college students' time management tendency are ranked from high to low, and 26% of the total number of them are taken as high and low

time management tendency groups respectively. The results of T test show that the scores of high time management tendency group and low time management tendency group on career anxiety are 42.23 ± 9.84 and 46.51 ± 70.65 , respectively, with significant difference ($t = -3.613$, $P < 0.01$).

Regression analysis of factors of college students' time management tendency, achievement motivation and career anxiety

Taking career anxiety, achievement motivation, motivation to pursue success and motivation to avoid failure as dependent variables, and taking the total score of time management tendency and its various factors as independent variables, a stepwise multiple regression analysis was conducted. The results show that time efficacy can directly predict the anxiety of choosing a job and the motivation to avoid failure. The total score of time tendency can directly predict the motivation of pursuing success. The total scores of time efficacy and time management tendency can directly predict achievement motivation (see Table 3).

DISCUSSION

Through investigation and study, it can be known that gender differences have a significant impact on college students' self-efficacy in choosing jobs. Female college students' self-efficacy in choosing jobs is obviously lower than the overall level. At the time of graduation, female college students are faced with a more complex environment such as choosing a job, getting married and having children, which requires them to quickly complete the rapid transformation of multiple roles. At work, educators should help female college students eliminate self-bias in the process of attribution, enhance their sense of self-identity, and avoid psychological problems caused by lack of self-confidence. At the same time, more professional female role models should be set up to enhance female college students' self-efficacy in job selection.

The results of this study show that college students' time management tendency and the average scores of each dimension are higher than the medium level, which indicates that the average level of college students' time management ability is higher. It can be seen from this that college students generally agree with the importance of time in their personal life and study, and have a higher judgment on their own time management ability. The test results of time management differences of college students in different genders show that there is no significant difference between men and women in time management tendency and its dimensions. This result is basically consistent with the research results of domestic scholars. Literature (Ivanov et al. 2020) also found that there was no grade difference between college students' time management tendency and its various dimensions, which supported the conclusion of this study.

This survey found that, except the sense of time value, there is a significant negative correlation between the dimensions of time management tendency and career anxiety, that is, the students who are better at managing time have lower career anxiety, and the scores of career anxiety of those with high time management tendency are significantly lower than those with low time management tendency. Among the three factors of time management tendency, time efficacy has the greatest influence on career anxiety. This may be because people with high time efficiency are more confident in controlling time and have more positive self-evaluation, which will reduce the perplexity of negative emotions, so they have a more direct effect on career anxiety. However, in the specific examination situation, because time management plays an important role in the preparation and examination process, the individual's different sense of efficacy in time will inevitably lead to different degrees of career anxiety.

Relevant literature pointed out that there is a significant negative correlation between college students' time management and their negative emotions such as anxiety and depression in choosing a job (Pengfei et al. 2021), which is supported in this study. College students in general are prone to anxiety and higher levels of stress (Jain et al. 2021). Job-hunting anxiety, as a compound negative emotion, is composed of subjective feelings such as nervousness, uneasiness, anxiety, anxiety and fear, and some physical reactions and external manifestations (heartbeat, chest tightness, etc.). Therefore, the degree of job-hunting anxiety is mainly related to subjective feelings of potential danger or threat to people. Time efficacy is an individual's belief and expectation in his own operation and utilization of time, which reflects his confidence in time management and his estimation of time management ability. It is an important factor restricting time monitoring, so it reflects his subjective feelings about the whole time management process and has a direct impact on career anxiety, which is also supported in this study.

The purpose of studying the time management tendency of college students and its related factors is to improve their time management skills, cultivate healthy personality characteristics of college students and promote their mental health. From the above analysis, it can be seen that college students' time management tendency has great influence on individual achievement motivation and career anxiety. Scientific and effective time management can not only enhance college students' achievement motivation, but also reduce their anxiety in choosing a job. Therefore, university psychologists should strengthen the cultivation of college students' time management skills. Time management skills can be improved through training (Sunmeng et al. 2019). Let college students train their good time management behavior by setting goals, carefully planning, allocating time and summarizing the use and waste of time. Of course, it takes long-term efforts and persistence for college students to change their habits and manage their time effectively.

CONCLUSION

To sum up, the sense of self-efficacy in job selection plays a partial mediating role in college students' psychological quality and time management tendency. Improving a person's self-efficacy in choosing a job can correspondingly improve his ability of time management. Psychological quality can not only directly influence time management tendency, but also indirectly influence it through intermediary variables. Therefore, in quality education, in order to cultivate all-round college students, we should pay attention to the comprehensive cultivation of self-efficacy in job selection, psychological quality and time management tendency.

Acknowledgements: None.

Conflict of interest: None to declare.

References

1. Feng Y, Zong M, Yang Z, et al: *When Altruists Cannot Help: The Influence of Altruism on the Mental Health of University Students During the Covid-19 Pandemic. Globalization and Health* 2020; 16:1-8
2. Fu G, Liu J, Liu H: *The Influence of Emotional State on Mobile Phone Addiction Tendency in College Students: The Mediation Role of Regulatory Emotion Self-efficacy. International Journal of Contemporary Education* 2020; 3:41
3. Ivanov DE, Kolokolov GR: *Influence of Academic Load on the Levels of Depression and Anxiety in University Students. Meditsina Truda i Promyshlennaia Ekologiya* 2020; 634-634
4. Jain T, Ranjan R, Chaudhary N, Kumar P, Ahmad S: *Effect on Mental Health among Undergraduate College Students of India during the COVID-19 Pandemic: A Cross-Sectional Multicentric Study. Psychiatr Danub* 2021; 33(Suppl 13):392-398
5. Jie, D, KH et al: *Influence of Cognitive-Behavioral Factors on Job-Hunting Anxiety in University Students. Anxiety Disorder Research* 2019; 11:59-69
6. Pengfei Q: *The Influence of Contemporary College Students' Makeup Behavior on Subjective Well-Being: The Intermediary Role of Appearance Anxiety. American Journal of Applied Psychology* 2021; 10:16
7. Simakova TA, Zharkikh AA, Ankudinov NV: *Experimental Study of the Influence of Self-realization of Students in Sports Activities on the Tendency to Cyber Dependence in University Education Context. Psychology and Law* 2020; 10:140-150
8. Strube P, T Schöpe, A Hölzl, et al: *Influence of Anxiety and Depression, Self-Rated Return-to-Work Problems, and Unemployment on the Outcome of Outpatient Rehabilitation After Shoulder Arthroscopy. American Journal of Physical Medicine & Rehabilitation* 2019; 98:1
9. Sunmeng T: *The Influence of Junior High School Students' Temperament Type on the Internet Addiction: The Mediating Role of Time Management Tendency. Advances in Psychology* 2019; 09:74-81
10. Thomas CL, Cassady JC: *The Influence of Personality Factors, Value Appraisals, and Control Appraisals on Cognitive Test Anxiety. Psychology in the Schools* 2019; 1-15
11. Zhang HY, Hou LH: *The Influence of Anxiety State on Patients With Different Tcm Syndromes of Polycystic Ovary Syndrome. Journal of Beijing University of Chinese Medicine (Clinical Edition of Traditional Chinese Medicine)* 2019; 026:11-17

Correspondence:

Peiqing Han, MD
Henan Institute of Economics and Trade
Zhengzhou, Henan, 450000, China
E-mail: peiqinghanphph67@lista.cc