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## Common Traps and Coping Strategies During Job Hunting of College Students

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### Abstract

College students' problem of job hunting has drawn increasing attention from the society. How to avoid traps in job hunting and safeguard one's legal rights and interests becomes a compulsory lesson for graduates. This paper lists the features of common traps in job hunting under the current situation, and approaches to avoid these traps are also proposed.

**Key words:** Job hunting of college students; Employment by enterprises; Traps

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### INTRODUCTION

Nowadays, lawbreakers and a small amount of enterprises without conscience utilize all kinds of means to deceive college students and set numerous traps on their uneven path of job hunting by making use of college students' eager for getting a job and their lack of social experience, which has caused the economic loss and hurt of mind and body to college students. Therefore, graduates should master the basic strategies of tackling with the traps in job hunting before entering the job market in order to avoid detours and economic and mental loss. This paper summarizes the characteristics and solutions of the common traps currently in order to provide references for college students.

### 1. FAKE RECRUITMENT FOR OTHER INTERESTS

#### 1.1 "Recruitment" for Gathering Money

Some enterprises require job seekers to pay a certain amount of deposit money with the excuses like high salary, guaranteed Hukou (registered permanent residence), and overseas training. After the deposit money is charged, job seekers are refused to take the position with various excuses and the money cannot be sent back. Or, if the job seekers find the enterprise did not fulfill its promise, or the working condition fails to meet their expectancy after a period of time, they cannot get all the money or even a penny back if they choose to leave the company voluntarily. There are other enterprises using the excuse of pre-job training, costume and inductive education to charge money, and job seekers will be rejected for various reasons. In a word, the recruitment is fake while the charging is real. Things like this come along in reality. An enterprise provided the new employee with the training, and the employee also paid the training fee and received the training. However, the employee left the enterprise out of some reason, and the enterprise refused to return to the training fee. The former employee said it was forced to take the training, and disputes and conflicts were thus aroused. To avoid this kind of problem, job seekers should be scared to fight for their interests due to their vulnerable status. Communication and negotiation must be arranged before they sign the contract with the enterprise or take part in the training.

The Labor Contract Law states that "employers should not detain the ID card or any other credentials of the employees, and employers should not ask the employees to provide guarantee or charge the employees with the excuse of guarantee." Therefore, any enterprise that charges the employees during the early time of employment is illegal. Job seekers should check the qualification of the enterprise that offers high salary

during the process of job hunting. If money is charged, college students should keep alert and be cautious of the illegal enterprises that gather money through recruitment. If the fee has already been charged with carelessness, the receipt of the enterprise must be safely kept in order to report to the labor department for investigation and get the money back.

### **1.2 “Recruitment” for Stealing Individual Information**

Some enterprises post attractive recruitment advertisements on the Internet or other media, requiring for CV delivery. After receiving the CV, some lawbreakers will contact applicants in order to get their personal information such as their ID number, the copy of their ID card, contact information, home address or even their bank account. Then they take unlawful actions like stealing the bank account, overdrawing the account greatly with a fake name or deceiving the family members of the applicants. Some applicants get troubled owing to the leakage of their personal information. There are indeed lawbreakers selling personal information for huge profits currently.

Graduates should keep alert when enterprises that “Recruit with Sincerity and High Salary” scrutinize their personal information. The profession and ability of graduates should be correctly evaluated by themselves in order to keep cautious rather than be tempted easily and send CV randomly. Graduates are required to protect their information well when writing a CV. If the enterprise focuses on the personal information rather than the ability, the graduate should end the interview immediately.

### **1.3 “Recruitment” for Propagandizing the Enterprise**

Some small companies or newly established enterprises wish to promote their brand and enhance their popularity through the recruitment. Enterprises that wish to promote themselves will arrange their stand elaborately in a job fair in order to attract graduates. A more obvious feature is that the recruiter will change the topic to the culture, product and service of the enterprise and may even give them publicity brochures when job seekers ask questions about the job vacancies. Some enterprises keep recruiting all year long in order to propagandize themselves for the most part if the job seekers watch carefully.

Except for the basic qualities of job hunting, graduates should need to be able to distinguish whether the employers mean to recruit and whether the enterprises promote themselves too much. Graduates should try to avoid their time and energy if the enterprises’ focus does not lie on the recruitment.

### **1.4 “Recruitment” for Reserving Talents**

Some large enterprises reserve talents through recruiting a large amount of people. Applicants that meet their satisfaction will be reserved in the talent pool and they will not be enabled until there is a vacancy. The HR

department of some enterprises learns the “salary market” through recruitment in order to collect data for the budget of the salary and welfare system of the enterprises.

Enterprises like these do need talents, but not now. Therefore, graduates should not feel frustrated if the recruiter were satisfied with your performance but gave no further response. Maybe the graduates are “reserved”. Thus, they can treat the application as exercise since the recruiting process run by large enterprises is regularized and the applicants are investigated comprehensively. It is a great learning process for the job seekers.

### **1.5 “Propaganda” for Stealing the Achievements of Others**

Traps like these are usually set by small companies whose main service is advertisements, design, software development and marketing. These enterprises are short of talents and fund, so they cannot afford to employ professionals with high qualification. Thus, they try to get novel originality in the form of recruitment. They will let applicants answer to the problems the enterprises meet in the form of examination, or make the applicants analyze a certain program of the enterprise in the form of case analysis. No one is hired in the end for the most part.

Graduates should consciously protect their scientific achievements like inventions if they have any, but not give it to the employer without reservations in order to get a job earlier. An agreement between the two parties is suggested to make sure that the employer must not use the original ideas, plans or software development programs without the permission of the applicants, which prevents the employer from stealing the achievements of graduates without admitting them.

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## **2. EXAGGERATION OF POSITION AND PAY PACKAGES**

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Some enterprises do need workers, and these positions basically need hard work. If the enterprises post out the actual situation, surely college students would not be attracted. Therefore, the enterprises make full use of the job seekers’ vainglorious thoughts that they can get a good position and promising development without starting from the bottom. The job seekers will not discover the disguised actual position until they start their work: Administrative Commissioner is in charge of typewriting, Marketing Director is in charge of customer acquisition, while Financial Manager promotes insurance to the clients, etc..

Moreover, enterprises always proposed generous welfare in order to make job seekers work non-stop for them with great expectations. However, the salary of job seekers is far from the promised one with various excuses. The common excuse is that the performance is calculated per month while the bonus is calculated at the end of the year, which makes the employees work for a whole year to wait for the “abundant” year-end bonus. Generally

speaking, the enterprises are seducing the graduates to take job with hard work but low salary, if they are bombastic and emphasize too much on the position that requires little effort and offers high salary, but explain that as performance dependent if the job seekers ask the detailed number or to write the detailed salary in the contract. Some other enterprises do not specify the detailed working time during recruitment, while hidden behind the high salary is constant overtime and irregular rest during vacations. Some enterprises even involve insurance, provident fund all a variety of welfare in the monthly salary. Though the salary seems very high, the employees get less than that.

Job seekers need to be rational when they apply for a job. First of all, they need to be aware that everyone has to start their work at the bottom. In addition, they should not only focus on the title of the position, but ask the responsibilities and working details of that position. Meanwhile, they could inquire about the details from the previous graduates in their university before signing the contract in case they get too disappointed.

If college students do a survey on the possible salary of new graduates with their major in a certain city, they will know clearly that any job that offers a salary higher than the market price must have dirty tricks. No matter in what form the salary is paid, it should be written clearly in the employment agreement and the labor contract in order to guarantee the legal rights and interests of graduates.

### **3. INDUCING THE GRADUATES TO COMMIT CRIME WITH HIGH RETURN AS A BAIT**

There are unauthorized job advertisements that appear on the corner of newspapers and the Internet or on the streets and lanes. Advertisements like these normally require nothing but strong communication skills without the limitation on academic degree or major. The advertisements also claim that the employees can easily get more than ten thousand yuan per month with simple work. The so-called “public relations” enterprises even spend a large amount of money on the rent of high-end office buildings in order to delude the job seekers. Then, the persuasive staff will start to “enlighten” and seduce the job seekers. The so-called “public relations” enterprises are illegal institutions that seduce the job seekers to work on pyramid scheme or pornography.

Many graduates are eager to get rich overnight, thus cannot resist the temptation of high returns. There are also graduates who suffer from loads of setbacks. Jobs like these usually have lower threshold, and the recruiters look “easy-going” and can easily get trust from the graduates. Thus, some graduates find it hard to extricate themselves even realizing that they are deceived, and become the tools of committing crime for the enterprises.

### **4. MAKING AN ISSUE OF THE PROBATION PERIOD**

The probation period is of great importance when graduates sign the employment agreement and the labor contract with the employer. The main features of the trap are the regulations about the time, rights and responsibilities of the probation period. All the lies and traps will collapse by themselves if graduates know clearly about the regulations on the probation period by the Labor Contract Law. Graduates should consciously protect their lawful rights and interests and avoid being the slaves of the enterprises that have no conscience.

#### **4.1 The Duration of the Probation Period**

“According to the regulations of the Labor Law and other labor related laws, the probation period should last no longer than six months. In addition, the required probation period should be coherent with the duration of the labor contract,” and the probation period is regulated differently in accordance with the contract. Some enterprises to regulate that graduates will not become a regular worker until they fulfill an one-year probation period. Some other enterprises let graduates be on probation before they are officially employed, but no form of contract or agreement is signed before the graduates are officially admitted. Thus, on the one hand, the rights and interests of the graduates cannot be guaranteed during the probation period. On the other hand, graduates will miss the prime time of employment if their contract fails.

#### **4.2 Rights Entitled by Graduates During the Probation Period**

“Many employers illegally ask the graduates to take responsibilities for breaking the contract when many graduates propose their resignation out of dissatisfaction during the probation period. The excuse used by the employers is that the probation period lies within the contract signed by graduates and thus they should make compensation. However, the aim of setting a probation period by the Labor Law is to offer a period of time that both parties can inspect and understand each other. The particularity of this period is that neither party should take the responsibility if either discharges the labor contract due to their dissatisfaction towards the other though the contract has taken effect. Therefore, graduates ‘can inform the employer of discharging the contract any time’ during the probation period,” (Xie et al., 2005) and they do not need to take the responsibility for breaking the contract.

Graduates can apply for rights protection if they are fired by the employer without a proper reason after probation. When the employer’s fire graduates within the probation period, the following condition must be conformed: Only when graduates are proved to fail the qualification of the employer can they be discharged

from the contract. If the employer cannot fully prove that or even figure out a reason, graduates can require the Arbitration Committee for Labor Disputes or the People's Court to judge whether their performance during the probation period satisfied the recruitment requirement of the employer and whether the employer violates the law.

Graduates should know about the relevant policies, guidelines and regulations made by our country concerning the employment of graduates, and get familiar with the rights and obligations of graduates during the job hunting process. Graduates should also learn to safeguard their lawful rights and interests with the help of legal tools. They can negotiate with the employer if their rights and interests concerning employment are violated. If the negotiation fails, they can apply for mediation from the competent authorities in charge of graduates employment located at where the contract was signed. Also, they apply for arbitration from the departments concerned in accordance

with the law, or bring a lawsuit to the People's Court directly.

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