

A Probe into the Reform of Education Management in Chinese Colleges and Universities Based on the Employability Orientation

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Abstract

In recent years, the academic circle has attached great importance to higher education. As an important way to ensure that the teaching activities can be carried out smoothly, while maintaining the teaching order on the one hand, the teaching management in higher education on the other hand affecting the full implementation of teaching objectives. With the constant deepening reform of modern education system, China has put forward the “employability-oriented” teaching management model, which has been effectively applied in the education management of colleges and universities. This study will focus on the analysis of “employability-oriented” educational management mode, probe into the current problems of the management in the higher education in China, analyze the employability of our college students, and put forward the “employability-oriented” teaching management model in higher education, which has provided for the college education management in our country an effective reference.

Key words: Employability-oriented; Higher education; Education management; Reform strategy

Under the market economic system, the competition among our society is becoming more and more intense. At the same time, it is accompanied by the severe employment situation, which is undoubtedly a great challenge to college graduates. College students should enhance their self-awareness including the rational positioning of themselves and the scientific plan for their future career development to be able to stand out in the fierce social competition. At present, China has put forward the “employability-oriented” education management model^[1], which is of great significance for the employment of college graduates because it not only solve the employment problem of college graduates, but also promote the deepening reform of higher education. To sum up, we can draw a conclusion that it is of great practical significance and value to probe into the reform of education management under the guidance of “employability-oriented”.

1. The Related Overview of “Employability-oriented” Education Management

With the implementation of the new curriculum reform, the academic circle has put forward the “employability-oriented” teaching management model, which mainly refers to training students' employability as the core of teaching management in the teaching process. It motivates, develops, and respects students through a variety of ways, thereby enhancing the employability of graduates. In this education management model, students and teachers become the important objects and subjects of school management, and students' employability is fully employed and exploited, which is of great significance to the improvement of students' employability^[2]. The “employability-oriented” teaching management model not only conforms to the CPC's principle of administration, but also adapts to the situation of modern education development. The employability of students is largely related to the quality of school education services. In recent years, training students' employability has been considered as an important way to alleviate the employment difficulty of college students by colleges and universities. Some scholars believe that the knowledge acquired by the students in school does not necessarily fully meet the needs of social positions, which resulted in the disjoint of training objectives at school and needs in society. So the corresponding curriculum reform should be necessary in order to meet the needs to enhance the employability of college students. It is not only the demand of college students' employment, but also the inherent requirement of the reform of the university education system for perfecting students' career planning, rationalizing the designs of teaching content and exploring the new cultivation mode of talents.

2. The Problems of Education Management in Chinese Universities

2.1 The Lack of Unified Thinking and Understanding

At present, our colleges and universities consider the employment education as an important part of education. With the continuous deepening of educational system reform, the education management in our universities has also carried on a series of improvement, starting to focus on the cultivation and training of students' ability of employment practice, establishing some theoretical curriculums about the employment of graduates, such as college students' career planning and so on. However, for the current situation of employment education in colleges and universities, there are still a series of problems^[3]. Some employment courses just remain on the theoretical level, without the scientific and effective practices, making the employment education curriculum exist in not a practical role but a name only. Some colleges and universities lack the precise acknowledgement on the employment education of college students which leads to a problem that even they have open the employment practice courses, finally fail to complete the fully implementation, which in the final analysis, because of the lack of attention for college student's employment, and does not realize the importance of employment education for college students.

2.2 The Imperfect Education Management System

At present, there is a widespread phenomenon of funds shortage in the process of talent training in most of our colleges and universities. When they open a new professional, they usually take the cost and the threshold level as an important basis. The purpose is not clear enough to grasp the market situation, and they fail to make a scientific analysis on the market prospects of the professional. The education management model is behind also. In addition, from the perspective of the structure of teaching management, the current employment

guidance and planning curriculum in our colleges and universities lack pertinence and fail to consider the actual needs of our students fully with a relatively simple teaching content. The employment courses in some of the universities are still staying in the theoretical level even, emphasizing unilaterally the explanation of the theoretical knowledge which results in the low enthusiasm of students coupled with the short practical employment activities^[4], so the understanding of employment for college students can hardly be improved and employment education is difficult to achieve its goals.

2.3 The Poor Quality of Our Teaching Team for the Employment Guidance

In response to the requirements of the reform of higher education system, most colleges and universities in China have launched the employment education courses for college students, which means that we require a group of teaching team with professional quality of employment education. But the realistic situation is that the majority of our teaching team for employment education currently do not have the professional knowledge of entrepreneurship, their professionals have nothing to do with the employment education. The lack of the employment education talents leads to a fact that we have no choice but to let these non-professional teachers be responsible for the employment education of college students. Due to the lack of real employment practice, our teachers can only impart knowledge of the employment education based on theory teaching alone which result in the absence of vitality and persuasion. It will definitely lead to the low efficiency of employment education for college students overall.

3. An Analysis of College Students' Employability in China

3.1 The Lack of Practical Abilities

The current college students are facing a great pressure of employment, and there is a series of problems in the process of job search. First, they lack the practical abilities. There is a huge difference between society and campus. The interpersonal relationship in school is relatively simple, and in order to adapt to society, we must have good interpersonal skills, language skills and practical abilities. It showed that 70% of college students can not find the ideal jobs because of the lack of certain work experience or the weak mental quality according to a reliable survey. The lack of training for practical abilities of our college students brings about the current situation that they do not have a good solution to the problems in the work and there are still some obstacles when they communicate with others. Once they encountered some problems and difficulties, they are prone to be anxious, worried or even giving up. On the one hand, it is due to the increasing number of families that have only child who has the strong dependence on their parents. On the other hand, we lack the training for practical abilities of our undergraduates.

3.2 The Limited Knowledge Scope

College graduates who want to get employed must have some work skills, such as computer skills or working capacity. The higher education also focuses on the skills cultivation of our college students. Most students have mastered how to operate computer basically and how to use the Office. And in terms of language skills, they have achieved the level of CET6. However, in the practical process, these skills are applied in a very inefficient way^[5]. For example, they cannot use knowledge for computer they have learnt skillfully and master only the superficial knowledge of the Office. For English, although they have achieved the level of

CET6, their abilities of listening, speaking, reading and writing are still far from being able to be competent for a job. In addition, the knowledge scope of our undergraduates is very limited generally because their ignorance for the extra-curricular knowledge and skills. The employment market nowadays needs the talents who own comprehensive skills and abilities. Therefore, the employment difficulty for our undergraduates currently is not a surprise any more.

3.3 The Poor Social Adaptability

In the current employment situation of our college undergraduates, their social adaptabilities are generally poor. The learning and life style at school have a huge difference from those in society. When students who have accustomed to school life step into the society, they will encounter the difficulties for different degrees of maladaptation. Especially with the increasingly fierce social competition, college graduates are facing severe situation of employment. For the sudden change in their roles, college students usually have to go through a period of confusion before they gradually integrate into society and adapt to their jobs and their new lives ^[6]. Our undergraduates have a relatively poor resilience when they encounter frustrations. In the face of setbacks and difficulties, they are prone to give up on themselves. They lack real practical experience so much that when they are in the face of setbacks, escape is always the first choice in their mind, which will affect the success rate of their employment.

3.4 The Terrible Self-knowledge

Many undergraduates fail to locate themselves reasonably when they step into society firstly. Their self-expectation is either too high or too low and neither one of them is conducive for our students to realize their self-worth in careers. And what's worse is that there are still some students who do not have scientific and rational plans for their future. Their long-term confusing state will have a bad influence on their careers. In addition, the lack of the objective understanding for the employment situation, of the blurred recognition on society, of the unreasonable self-knowledge make their employment in a passive position embarrassedly. Therefore, before they are going to find jobs, the undergraduates should carry out an objective analysis of their own so that they could understand their pros and cons and set a goal both reasonable and feasible which will surely address the employment problems effectively.

4. The Strategy for the Reform of Education Management in Chinese Colleges and Universities Based on the Employability Orientation

4.1 Strengthening the Employment Education for Our College Students

As the base for cultivating and educating our undergraduates, colleges and universities should focus on cultivating their employability and help them lay a good foundation for their entrepreneurship when they step into society. First of all, in the system of our higher education, we should increase the curriculum of employment for our college students, and select the scientific and rational curriculum content according to the current market demands and trends so that we can improve their employment knowledge and skills in our education. We should cultivate the overall quality of our college students so that they have the adaptability and flexibility when they participate in the market competition. In addition to the education in the market curriculums, our colleges and universities should provide social practice of employment for college students

and focus on its practicality and technicality. Our students should be equipped with specialized instructors to provide them with help and counseling. In addition, we should try to increase the form and content of employment practice to meet the needs of students with different interests and capacities. We should also broaden the employment channels for our college students, and enhance their practical ability to make sure that their employment skills are more effective.

4.2 Improving the Educational System of Employability

The ultimate goal of employment education in colleges and universities is to help college students establish the correct view for their careers and values and enhance their employability so that they are able to position themselves properly and formulate corresponding career planning. College graduates are facing problems of career choice and employment. They will inevitably make mistakes when they are applying for a job or working for a company in the future. The cultivation of employability emphasizes the combination of theoretical knowledge and employment practice so that our students can really improve their employability. Taking the needs of college students' employment in the future into account, our colleges and universities must formulate corresponding plans for careers guidance according to the psychological characteristics of college students and the way they learn so as to realize the current problems in education management and find effective ways to improve the employability of our college students^[7]. Colleges and universities should also organize a special team of employment counselors for our students so that they can provide guidance and recommendations when students encounter difficulties in the process of their career planning. The teachers in this special team needs to enrich themselves with professional knowledge constantly and study what kind of talents does the market need, what changes are happening in the employment situation and what trends are evolving of the social development. They need to flexibly adjust the form and content of employment guidance as the circumstances may require and look into the real needs of our students currently. The high quality of psychological counseling and employment skills training for our students should be guaranteed so that they can get a clear understanding for the basic situation of the employment market currently, change the view for their careers in time and set reasonable and feasible career goals according to their abilities.

4.3 Perfecting the Examination System of Our Universities

Generally, our colleges and universities are likely to test the learning outcome for a certain stage of students through the examination. The rationality of the examination have a direct impact on the reliability of it. At present, the assessment focuses much on the rote memorization of theoretical knowledge, and neglect the understanding and application for them, which hinders the improvement of our students' comprehensive quality to a certain extent. Secondly, the form of examinations for most colleges and universities is relatively simple. The form such as the investigation reports, oral examination or defense is rare which results that the knowledge structure of our students is so poor that it is difficult for them to adapt to their jobs^[8]. In addition, the current form of college examinations cannot fully take into account the nature and characteristics of the course and lack pertinence and innovation, so it is hard to fully reflect the students' learnings. Therefore, the examination system must be reformed accordingly. First of all, we must strengthen the assessment for students' practical skills, emphasizing the solid foundation of knowledge. We must bring the divergent thinking and innovation in the process of learning and change the traditional thought of "iron rice bowl" which

means a stable career for life-long. We should guide our students to establish the thought that they will create wealth on their own knowledge and ability and have a reasonable plan for their careers. The employment plan can not only benefit their career developing, but also promote the development and progress of the whole society so as to make more jobs in society. Therefore, both in the campus or the community, students should strive to improve their knowledge reserves, adjust their mentality, improve their skills, and prepare for the employment and development in the future.

Conclusion

Education management model in higher education based on the employability orientation is a new model for college students' employment, which can effectively solve the employment problems and promote the reform of modern educational system. Of course, the "employability-oriented" education management model cannot be achieved without the support of the work for employment education in our colleges and universities and the subjective initiative our college students giving play to. We should seize the good development opportunity currently, change the view for careers and take reasonable and effective measures to promote the smooth going of employment for our college students.

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