

INNOVATION OF TALENT TRAINING AND EDUCATION MANAGEMENT IN MODERN HIGHER VOCATIONAL COLLEGES

Wei Zhuo¹, Sureemas Sukkasi²

^{1,2}*Graduate School, Southeast Asia University, Bangkok, Thailand*

E-mail: S6446B10025@live.sau.ac.th

Abstract

This paper describes the problems encountered in the innovation of education management in modern higher vocational colleges. The purpose is to study the ideas and requirements of the innovation of education management in talent cultivation. This study collected data through questionnaire survey of sophomore students majoring in management in Henan University, and collected 269 pieces of effective data. Statistical analysis methods such as descriptive analysis and correlation analysis were used to examine data variables and test hypotheses. The results of this study show that the analysis of modern higher vocational college education management status quo, the significance of education management innovation, modern higher vocational college education management innovation ideas. Finally, the research results show that the reform and innovation of education management is the prerequisite for the development of higher vocational colleges.

Keywords: personnel training, educational management innovation, quality education

Introduction

Problem Statement

In the process of talent training, the development of higher vocational education management should put the work of improving students' literary literacy into practice, increase the training efforts, and promote the students of various majors to have a higher literary literacy in the college students to avoid the emergence of literary indifference. At the same time, with the help of higher vocational education management activities, from multiple levels to improve students' literary literacy, gradually improve their personality, have a positive attitude towards life, improve students' various abilities, such as expression, imagination and so on. Improve their comprehensive practical ability. Cultivate students' literacy of literature will also implement education management, maximize the improve the efficiency of education management in this aspect of quality, to improve the quality of talents training provides the

advantageous safeguard to improve the comprehensive practical ability of students is especially important, is the student will learn the theoretical knowledge into practice, the key to improve their practical operation ability, it is also one of modern personnel training requirements.

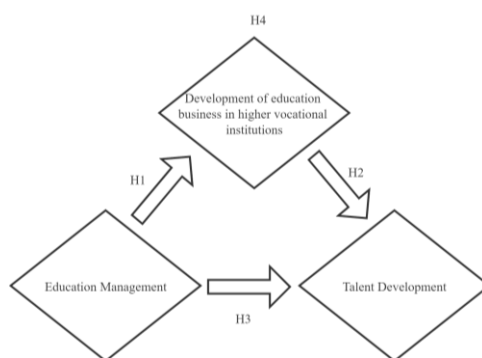
Research questions

- 1、 Analyze the current situation of education management in modern higher vocational colleges?
- 2、 Explain the significance of educational management innovation?
- 3、 What is the thinking of summarizing the innovation of education management in modern higher vocational colleges?

Research Objectives

- 1、 Innovative ideas of talent training and education management;
- 2、 Problems encountered in education management innovation of modern higher vocational colleges;
- 3、 Requirements of educational management innovation in modern higher vocational colleges;

Conceptual Framework



Research Hypothesis

The specific hypothesis of this study summarized as follows:

H1: education The reform and innovation of science is the prerequisite for the development of higher vocational colleges.

H2: the development of higher vocational colleges directly determines the personnel training.

H3: Education management innovation affects the cultivation of talents.

H4: The development of higher vocational colleges promoted by education management determines the degree of talent cultivation.

Scope and limitations of the study

we analyze the management mode of colleges and universities, the management system of colleges and universities. The investigation scope is limited, the data search is not very complete, the research is not very comprehensive, etc.

Research significance

The concept of Generalist education emphasizes the importance of discipline synthesis, the interpenetration and intercrossing of art and sciences, and the equal importance of science education and humanities education. People's comprehensive knowledge is valued. to promote students' development space, cultivating professional talents of high quality to meet the market demand to meet the needs of social development, the relevant departments attach great importance to education management reform,

Literature Reviews

"People-oriented" scientific outlook on development as the basis: it believes that standards are for the all-round development of people, divorced from the fundamental interests of promoting all-round development, promote social development, continue to meet the increasing material needs and economic, political and cultural interests, to ensure that the results of development benefit all the people. All-round development means taking economic development as the center and comprehensively promoting economic, political and cultural development to achieve economic development and social progress. Purpose is responsible for coordination of urban and rural unified development thought development planning, regional development planning, the unification of economic and social development, the human and the nature harmonious and unified development, unified planning and promoting the development of production and domestic match, promote the economic base and superstructure every step of the economic, political and cultural construction, harmony each other in all aspects. Sustainable development is to promote harmony between man and nature, realize the harmony between economic development and population, resources and environment, adhere to the path of civilized development featuring increased production, prosperous life and sound ecology, and ensure that it is passed on from generation to generation.

Education innovation management

Education innovation management mode for higher vocational colleges, the society to create the necessary way for training advanced talents, the innovation system and innovation atmosphere, the higher vocational colleges must first establish the management of innovative thinking, cultivate their creative thinking, the construction of the scientific management system, management procedure, in to students as the main body of the new management mode under the new situation, to undertake to the student The new education cultivates the innovative spirit and spirit of the manager, and makes him a person of comprehensive innovation. Cultivate talents and cultivate pillars for social development.

Current situation of personnel training and education management in higher vocational colleges

At present, the relevant leaders in some higher vocational colleges do not pay attention to the innovation of teaching management. In fact, this is also the problem that the cognition of management is not universal in the teaching management of our higher vocational colleges. The rapid development of society and economy, the urgent need for talents these higher vocational colleges to do a good job of vocational education managers, open school management system, management mode, from a larger perspective to consider, at present, many colleges and universities classroom teaching management mode of a single old society in the stork see a large number of talents. Investment in educational facilities is low. Influenced by the traditional education concept, many people have prejudice against vocational education. They think that the talent training level of higher vocational colleges is lower than that of higher vocational colleges, so most students choose to study and live in higher vocational colleges. As a result, the students of higher vocational colleges are less, and the country's financial investment in higher vocational colleges is also less, the financial investment in educational facilities of higher vocational colleges is less, and the educational hardware facilities are backward, unable to keep up with the development of The Times and unable to meet the needs of education.

The concept and characteristics of personnel training education management in higher vocational colleges Higher vocational colleges mainly aim at adapting to the needs of society, and design students' knowledge, ability, quality structure and training program with technical application ability as the main line. Therefore, the talent training mode of higher vocational colleges has its own characteristics and features. Its characteristics are as follows. To train the

production, construction, management, service of the frontline needs of advanced technology applied talents as their own responsibility. The teaching program and training direction are designed with social demand as the guidance and technology application ability training as the main line, and the characteristic teaching mode such as practice teaching is adopted to improve students' practical ability. The construction of double-qualified teachers is the key to the success of higher vocational education; Industry-school connection and industry-school cooperation are the basis for training applied talents.

Research Methodology

Population/sampling method/variable

A total of university students in Henan Province, including four-year undergraduate students, freshmen and sophomores of "combined undergraduate and postgraduate studies" and postgraduates. There are also teachers and other staff. Sample population of this research were 300 Samples by Simple random sampling.

Data collection

This research adopts two methods: literature method and questionnaire survey. The researchers first found relevant scale literature as a reference for compiling the questionnaire. The researcher developed a preset questionnaire prediction, and used SPSS 22.0 to analyze the scale, and completed the topic selection and screening, which was used as the statistical basis for the formal questionnaire.

Statistics and data analysis

An online electronic questionnaire was used for distribution, measurement and SPSS data analysis were collected directly from the web background for classification and analysis. A total of 12 questions were set in this questionnaire, which mainly investigated the innovation of talent training education management in modern higher vocational colleges.

Results

Through data analysis, we can get that there are still some problems in the talent training system of modern higher vocational colleges, which are also of great concern to college students. The problems mainly focus on the imperfect management mechanism and the lack of attention from school leaders. Innovative management mechanism, traditional cramming education

method is not practical and innovative, as the teachers mentioned before, teaching is boring and not conducive to talent cultivation. Under the new situation, higher education institutions need to keep pace with The Times in educational management, adopt new teaching methods and models, adapt to the needs of The Times, set up reasonable professional curriculum structure, innovate curriculum content, and encourage students to learn new teaching methods. Increase investment. Teaching management should pay attention to innovation and reform. Innovation should have a foundation, and innovation should be carried out when the basic conditions of education are guaranteed. First, reform the management system, and then increase the demand for investment in teaching and so on. Higher education universities lack operating funds, resulting in delays in educational hardware and shortages of teachers.

In the survey of the significance of talent training system to college students, college students generally believe that it is conducive to the strengthening of their own ability, but also conducive to their social development. Only perfect personnel training system can better mobilize their enthusiasm. The feedback system can also be established to grasp and adjust students' ideological trends and management work in time, so as to effectively improve the effectiveness of educational administration management. In the process of teaching management, all levels of teaching management departments should strengthen the cooperation with all levels of teaching management departments. If complex patients face special educational management problems, they should be fully complemented with their respective functions. It has to be done to ensure the effectiveness of management. The evaluation system of practical education should be improved. In the process of student training in higher vocational colleges, the basic mode of college and department management is to improve the quality of student training in higher vocational colleges.

In the innovation method of modern higher vocational colleges, the respondents generally believe that it is necessary to increase capital investment and innovate management institutions. It also innovates the management mode of students and accelerates the innovation of students' educational management concept. In the process of student education management, humanized education management should always be carried out in accordance with students' educational ideas. In order to achieve this goal, it is necessary for educational administrators to be closely involved in the daily lives of students and to support them in solving the various problems they encounter in learning and life. In addition, higher vocational colleges also need to cultivate students' legal awareness. Because universities and students are equal in the legal level, we should try our best to achieve standardization and legalization in the process of implementing

educational management. In order to effectively improve the effectiveness of education management.

Conclusion and Discussion

Group work, for this study, shows the power of collaboration. Before formally launching the research, each of us had a clear division of labor and completed our work separately. Such a decision made our work complete smoothly. For the research literature, we carefully read and actively absorb. The process of nearly a month has proved that the completion of one thing is not achieved overnight, and it needs to be slowly accumulated and down-to-earth. Through the questionnaire survey, we also have a better understanding of this course, which has certain practical significance. Innovative management and traditional cramming education are not practical and innovative. Teachers have also mentioned that teaching is boring and not conducive to talent cultivation. Under the new situation, colleges and universities should keep pace with The Times in teaching management, adopt new teaching methods and models, adapt to the needs of The Times, rationally set up professional curriculum structure, innovate curriculum content, and provide students with new teaching methods. It is necessary to encourage learning. It is necessary to pay attention to innovation and reform to increase investment in education management. Innovation should have a foundation and be carried out under the basic conditions for ensuring education. First, reform the management system, and then increase the demand for investment in teaching and so on. The lack of operating funds in higher education universities leads to backward educational hardware and insufficient teachers. Higher education institutions need to make more investments to meet the basic requirements of education reform. On the other hand, institutions of higher learning can actively adopt government support, enterprise cooperation and other ways, and sign contracts with various enterprises to carry out multi-directional talent training. The education reform adds interesting experimental courses to cultivate students' comprehensive quality and practical ability. In the course of the continuous development of The Times, innovating the educational management concept of college students has become an inevitable choice for college students. In this process, it is necessary for high-level educational institutions to thoroughly implement the scientific concept of development. In the process of student education management, humanized education management should always be carried out in accordance with students' educational concepts. In order to achieve this goal, educational administrators must be close to students' daily life and help them solve various problems they encounter in study and life. In addition,

higher education institutions need to cultivate legal awareness. Universities and students are equal in the law, so the implementation of education management should be as standardized and legal as possible. In order to improve the effectiveness of educational management. As a work closely related to all students, colleges and universities should constantly explore and formulate more scientific and reasonable rules and regulations according to their own actual situation in the development process of educational management. This form can provide a better basis for the development of educational management and guide students to supervise educational management. In the process of formulating university student education management, the global network school management system is very important, university student education management system by you as a part of higher vocational education.

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