

# Major force behind the "Xiamen Dream" Practice Path

## ——Improve the industrial workers self- efficacy, Xiamen boost inter-island devel- opment strategy

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### Abstract

"China Dream" is to achieve the great rejuvenation of the Chinese nation, "Xiamen Dream" is an important part of its rich content is the "China Dream" important tributaries. Inter-island development strategy is an important path to achieve "Xiamen Dream". Personal efficacy theory "Xiamen Dream" practice in the body of exploration is to promote the development of inter-island of Xiamen is an important strategic push hands. The article discusses "China Dream" and the meaning of contact "Xiamen Dream", and to industrial workers, "Xiamen Dream" is one of the main practical perspective, explore industrial workers improve self-efficacy, Xiamen boost inter-island development strategy.

**Keywords:** The enterprise culture ;

**Subject;** Traditional culture

In November 2012, at the end of the eighteenth congress, general secretary of xi jinning, led a new session of the standing committee of the political bureau of the central committee to visit the national museum of China's "the road to revival, exhibitions, pointed out" to achieve the great rejuvenation of the Chinese nation is the greatest dream since modern times, the Chinese nation."

On March 17, 2013, comrade xi in the 12th concluded a meeting of the National People's Congress conference further pointed out: "the Chinese dream to realize the great rejuvenation of the Chinese nation, is to realize national rich and strong, rejuvenation, people's happiness. The Chinese dream in the final analysis is the dream of the people." "China dream", it is construction of socialist modernization of new China.

On March 25, xi jinning, speaking in Moscow institute of international rela-

tions, and further expounds the connotation of the "China dream" : "to realize the great rejuvenation of the Chinese nation, is the most great dream since modern times the Chinese people, we call it the Chinese dream, basic connotation is to realize national rich and strong, rejuvenation, people's happiness."

### **1. "Dream" in xiamen, across the island development strategy**

"Chinese dream" is we have a great river of the great rejuvenation of the Chinese nation, need to be around the range of the coordinated development, gathered together, can we truly achieve the "China dream". In the southeast coastal special economic zone of xiamen, the all-round development strategy across the island, realize the comprehensive economic and social development of the "dream" in xiamen, is injected into the "Chinese dream" this important tributaries of the river.

"Xiamen dream" and "Chinese dream" is actually part and the overall relationship, but it is not a simple combination, but an organic combination of science. Only "China dream" in practice under the background of the great development of prosperity, only the total direction of working towards the "China dream", the realization of the "dream" in xiamen is only guaranteed, to "don't waver, don't slack off, don't play '. And the realization of the "dream" in xiamen, can certainly cohesion "Chinese dream", make it stronger, better and more abundant.

Key points in the current implementation of "dream" in xiamen and important path, is comprehensively promote the development of strategy across the island and DaoNaWai integration.

Nearly flat comrades in xiamen in 2002 when the research proposed

"across the island development" strategic and important requirement of the "four combinations", namely "ascension island combined with expanding gulf, urban transformation and economic transition, the combination of rural industrialization and urbanization, the combination of highlighting city features combined with ecological protection bay". The development of the strategy of advancing across the island, DaoNaWai integration, is to do "planning integration, infrastructure integration, integration of basic public services".

In recent years, xiamen in across the island development strategy, promote DaoNaWai integration construction, taken many new measures effectively, in the urban construction, industrial development, has achieved a remarkable success since it was public service, etc. Xiamen across the island development process is the process of concrete practice the concept of scientific development.

As a special economic zone of xiamen, such as electronics, logistics, chemical manufacturing industry is the pillar industry of xiamen economic development, is an important driver of advancing across the strategic development of the island. Manufacturing industry is the important human resources workers, fully develop the efficiency of industrial workers, let individual industrial workers "dream" in xiamen, xiamen economy sustainable development is not only an important source, is also one of the important gripper practice the party's mass line.

From the perspective of industrial workers in theory and practice research, increase the efficiency of the industrial workers themselves and their subjective initiative, fully realize the comprehensive development of individuals, achieve individual's "dream" in xiamen.

To explore development across the island, DaoNaWai integration construction, achieving a "dream" in xiamen, booster "China dream". operation.

## **2. The problems of industrial workers**

### **2.1. Technology skills, quality is low, weak theory, operation skills is relatively simple.**

In recent years, with the vigorous development of vocational education, cultivate the basis of a large number of excellent industrial workers. But with the rapid development of economy, the demand for industrial workers also extremely expanded, objectively the education and industry of the contradictions between the demand and output result in some vocational education develop simple generalization, theory and practice of education training requirements are low, eventually form a part of the theory of vocational schools students practical skills level is relatively simple, the cultivation of a few perfunctory, even too materialistic. The result will inevitably lead to the development of some industrial workers is restricted, turned out to be the "parts" of the production line.

### **2.2. The sense of belonging is not strong.**

Due to do most is more basic underlying technical operation, its ability to realize social value and individual value is relatively weak, and the social recognition of it, such as the material and the spirit of giving, all at a low level. In terms of industrial worker individual, city based on ability is weak. The current social security, the allocation of public resources is under the influence of economic development, objectively provide guarantee to produce them. The social security of weak makes it have no sense of belonging.

These include the sense of belonging to the city's sense of belonging, and jobs belonging to the enterprise. Strong sense of belonging, directly affect the industrial worker individual career effectiveness. Simply put the individual self-efficacy to work is reduced, working attitude is negative, leading to low work behavior ability.

### **2.3. Sustainable development is not strong.**

Negative attitude toward work, grasp of the skills and development ability is weak, and affected by their own work, social environment, the sustainable development of the individual ability is not strong. Cause: skill is weak - recognized low - bad treatment - negative attitude, without the innovation and development, approval is low, namely negative negative cycle.

The current number of zhuhai industrial workers quality has certain advantages, but in general self-efficacy is not strong, development should be improved, this is the microscopic practice is an important problem facing. Increase the efficiency of the industrial workers themselves and increase the efficiency of the industrial workers individual belief, realize own "dream" in xiamen, to promote the scientific development of xiamen industrial economy, promote the development strategy of xiamen across the island, DaoNaWai integration development, practice the party's mass line, is an important driving force..

## **3. Self-efficacy training industry workers**

### **3.1. self-efficacy**

Self-efficacy theory by Bandura is put forward, people is about to complete a particular action or behavior ability belief

needed to generate a certain result, is a fairly specific capacity expected, perceived performance expectations affect individual target selection, effort, etc., as a kind of cognitive, social, and behavioral skills, such as the integration of self generated in the process of action. Actually refers to the people to the successful implementation of specific objectives required action process of expectations, perception, faith or belief.

It includes four meanings: (1) self-efficacy is an individual can do to its capacity of subjective judgment and evaluation; (2) self-efficacy is an individual ability to integrate their various information of self generated; Specificity of self-efficacy, (3) the individual to complete different tasks, or a different specific goals, their self-efficacy judgment will be different; (4) self-efficacy will eventually become after the formation of individual of a kind of inner self belief.

Self-efficacy is a related to people's behaviors, skills, abilities, skill or ability itself rather than behavior.

Self-efficacy source mainly as a personal ability index experienced master sexual experience, through the ability to pass and compare with others and change the performance information of the vicarious experience, is some individuals know they have the words of the ability to persuade, people in a certain extent, to determine their ability, the condition of power or function of the physical and emotional state. In general, self-efficacy mainly through four mediation mechanism plays a regulatory role on human functioning. These four mediation mechanism, motivation is a cognitive process, emotional process and the selection process. In the regulation on human functioning, this four kind of mechanisms are often collaborative work, rather than individual work.

Bandura pointed out: "efficiency is a kind of generating capacity, its overall cognitive, social, emotional and behavioral aspects and skills, and can put them together, effectively synthetically applied to a variety of purposes".

In human self regulating mechanism, self-efficacy plays an important role, it through to the cognition, emotion, motive and the influence of physical arousal and regulates the change people's thought and the behavior choice, especially its through cognitive factors which affect the target selection of people, and to adjust people's behavior and guidance.

### **3.2. Increase the efficiency of the industrial workers themselves**

To improve the efficiency of faith, through to the individual learning, cognition, motivation, emotion and so on mechanism of regulation and intervention, which affect the behavior of the individual choice, improve individual in such aspects as study, life and work positive initiative.

1, the cultivation of vocational school effectiveness in learning

As the core element of the human initiative role play, self-efficacy of the students' learning motivation, learning achievement, and will bring great impact to emotion.

Various studies have shown that learning self-efficacy is a good predictors of a student's academic performance, namely high learning self-efficacy of student achievement is better also. Self-directed learning effectiveness belief in students' development of lifelong learning plays a very important role.

On the basis of self-efficacy formation and development of the four sources, cultivate vocational schools students' self-efficacy, for students to enhance the efficiency of information, the self-efficacy

also requires a combination of vocational schools environment special factors.

(1) the implementation of successful education, increase the student's successful experience Individual experience of the successful experience in the formation of self-efficacy and developing the most powerful role, the ability to provide the most direct information.

By building a reasonable teaching mode, the implementation success education. Set reasonable goals, that is, let the students after the effort can succeed. In the teaching process to achieve "a little, much, qiao". "Small" the small steps, little progress, units, lets the student can succeed in every learning process. "More than" the diversification of teaching forms and flexible mechanism of student assessment. Paying great attention to the interaction between teachers and students. "Smart" namely feedback opportunely, subtly change the student's progress for tangible facts, such as asked him to do demonstration, encouraged, at the same time, to discover the problems of students, correct and adjust the teaching design.

(2) the effective use of an example, provide alternative performance information

Others in the environment for success or failure experience will bring the individual alternative performance information, influence of the individual self judgment.

In the school situation, can provide students with alternative self-efficacy model information mainly by teachers and peers. So-called "teaching, work also, upward, under the effect of". "Teacher education is the most direct symbolic characters in the process, is the student can be regarded as an example and comparing brought with her". Teachers must have strong work sense of responsibility and teaching skills, let the students to imitate the teacher behavior motivation, increase the efficiency of the self judgment.

Should also pay attention to the accumulation of its own education teaching research work, transformation and dissemination, come into being effect of authority.

Set age, experience, competence and conditions similar to peer model, can provide students with more effectiveness evaluation of the clues, they would feel themselves under the same conditions also has the ability to succeed. This requires vocational educators pay attention to collecting and organizing student academic performance or other aspects of the outstanding examples, experience, to provide reference for students or learning models.

(3) to guide students correct attribution

Attribution refers to the people the explanation for the reason of the result. Attribution of the different methods of judging is not only a direct impact on self-efficacy, but also indirectly affect academic performance. Studies both at home and abroad, will learn to success to opportunity, or will learn failure due to capacity is insufficient, will reduce the self-efficacy judgment; And learn of their success to ability and effort, will fail due to not enough hard, will improve the self-efficacy of judgment.

According to the two dimensions of attribution theory, namely the internal and external, controllable and uncontrollable. The teacher should guide students to learn as much as possible for the inner controllable attribution, more help to the cause of the students from their own to find academic success or failure, and to adjust their own learning activities according to the results of the behavior, not because of a temporary failure and lower expectations of future success, thus improve the study self-efficacy.

(4) establish an effective incentive mechanism

Effective incentive mechanism includes three aspects: 1. To meet demand;

2. Positive reinforcement; 3. Timely feedback.

Bandura pointed out that external strengthening the proper use of help to the establishment of self-efficacy. Teacher to student's every bit of progress, every bit of success, all want to give positive attention, gave a positive reinforcement, such as reward. The behavior of the feedback in time to show students made progress in the study, improve the self-efficacy, motivation and achievement. Therefore, the teacher to student's learning behavior results give timely feedback.

#### (5) career planning

Set scientific and reasonable complete career goal, helps the student to the future work, life, etc, to actively guide, learn to manage time, management behavior, as the goal to provide positive motivation, thus affecting the choice of behavior towards the direction of healthy and harmonious development. Such as shandong Qingdao gold industrial workers.

2, the social environment to the cultivation of individual performance

The establishment of a sound environment for industrial workers individual performance will have a major impact. Policy concern to placate, pay attention to the development of the industrial workers, for industrial workers provide powerful policy guarantee work, study and life. Attaches great importance to vocational education, establish lifelong learning mechanism and improve the vocational schools students from school education to the status of social work, create a harmonious social atmosphere of respecting industrial workers.

Government finances should increase investment proportion for vocational education, industrial workers to provide strong financial security, improve the level of their material life.

The establishment of a perfect social security system, help to remove the trouble back at home of industrial workers,

strengthen the sense of belonging. Such as medical, law, education, housing, community, etc should be more group focus of industry workers. Migrant children education, registered permanent residence problem, should cooperate with the development of the city, as the key of solving the priority.

## 4. References

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