

Study on Training Pattern of College Students' Professional Quality*

Furong Lin

Teaching Department of Ideological and Political Theory
Xiamen Huaxia University
Xiamen, China 361024

Abstract—Good professionalism is one of the key factors for the success of college students' employment. However, the current professional quality education and training in colleges and universities is obviously a certain distance from the needs of society. This paper analyzes the significance of college students' professional quality training, and analyzes the current problems of professional quality, off-campus practice of professional quality, improvement method of overall quality and continuity of professional quality education in college, and puts forward the method of training and assessment for professional quality. The assessment method will play the leading role of classroom teaching in the professional quality training of college students to meet the professional and professional needs of professional diversification. The purpose of this paper is to play the leading role of classroom teaching in the cultivation of college students' professional quality to meet the multiple professional needs of professional quality.

Keywords—college student; professional quality; training; method

I. INTRODUCTION

Good professionalism is one of the key factors for the success of college students' employment. Professional quality is the quality that workers obtain through their acquired learning and practice, and they are expressed in the process of employment, thus playing a corresponding role. Today, with the rapid development of network and information technology, colleges and universities have targeted professional quality, which is obviously an effective way to solve the comprehensive adaptability of college students' social work. For this purpose, in addition to solid foundation theory, basic skills and professional knowledge, the colleges and universities also need to vigorously cultivate college students' professional quality, to help college students grow into talents, and ultimately achieve the mission of helping college students complete the transition from a student to a professional worker.

II. SIGNIFICANCE OF THE CULTIVATION OF PROFESSIONAL QUALITY

In order to make people's public activities possible, people have established public which helps people communicate or interact with each other in social activities. But having public order alone does not mean that society can function and develop normally. Only by internalizing these orders into human consciousness and turning it into concrete behavior can the social order be finally realized.

The professional quality as the internal requirements and norms of the profession is the sum of various comprehensive qualities expressed in the professional process. For college students, the cultivation of order consciousness is the prerequisite for obtaining good professionalism. In the "High-Performance Model of Work Quality", American scholar Lyle M. Spencer divides the quality into five aspects: knowledge and skills, social roles, self-image, personality and motivation, and proposes the theory of quality iceberg. Based on this method of division, he proposed the theory of quality iceberg. The theory holds that professionals are like icebergs which are floating in the water. The exposed parts are dominant professional qualities which including behaviors, knowledge, skills, and so on. The part hidden under the water occupies the individual quality 7/8. This part is the hidden professional quality composed of professional consciousness, professional ethics, professional style and professional attitude. Obviously, this part is an important criterion for identifying outstanding performers and the general. It can be seen that professional consciousness belongs to the field of life, world view and values. It runs through the whole process of a human from birth to retirement or death, and is continuously formed and perfected in this process. Professional skills are usually the skills and methods to better fulfill the professional requirements. It can be obtained in the process of learning or training, and continuously improve its application level.

Therefore, cultivating the professional ability of college students has always been a topic which is great concerned to colleges and universities. However, it is important to determine the success or failure of college students' employment, and even the size of the upside in the workplace is professionalism. However, professional quality is one of the key factors that determine the success or failure

*Project: This work was supported by project of Study on the Second Classroom Teaching with Key Competence in Application-oriented Universities, which is a Key project of 13th Five-year Plan for Education Science of Xiamen in Fujian Province under the grant number of 1703.

of college students' employment and even the professional position.

III. MAIN PROBLEMS IN CULTIVATING STUDENTS' PROFESSIONAL QUALITY

A. *Paying Attention to the Cultivation of Professional Skills and Ignoring the Occupational Awareness*

The theory of "quality iceberg" believes that the quality of an individual is like an iceberg floating in the water. The knowledge and skills of upon the water part only represent the characteristics of the surface, and cannot be used to distinguish the performance of the performance; the motivation, traits, attitude and responsibility of the underwater part are the key factors determining the behavior of the person, and can be used to identify the performance of outstanding and ordinary. College students' professionalism can also be regarded as an iceberg. Floating on the surface of the iceberg is the dominant professional quality, such as obtaining various certificates. The underwater part of the deep iceberg represents the professional consciousness of college students' morality, beliefs, thoughts and values. Usually, such professional awareness is temporarily difficult to be detected. Only when you are in the job will this be revealed and determine your professional level. This is a hidden professionalism. Explicit and implicit professional quality together constitutes all the professional qualities that college students should possess. Therefore, in order to improve the professional quality of college students, it is necessary not only to pay attention to the improvement of college students' vocational skills, but also to intensify the cultivation of college students' professional awareness. However, the current college training tends to pay more attention to the cultivation of students' professional skills, while ignoring the importance of vocational awareness education.

B. *Paying Attention to the Cultivation of Professional Quality in Class, and Ignoring the Professional Quality Practice Outside the College*

The ultimate goal of college students' professional quality training is to help college students to better integrate into society and work, and to fully develop their expertise in future career development, and to get along well with colleagues and supervisors. Only with the ability and professionalism of teamwork spirit can students maximize their self-worth while contributing to the company's development and social progress. Due to the objective factors such as the strength of teachers and funding, the current cultivation of professionalism of college students is achieved by teaching, lectures or community activities within the school. Obviously, this has a big gap with the professional quality of college students. In order to help college students' transition from the class to the job, the colleges should establish cooperation mechanisms with enterprises to provide students with the opportunity to "close contact" with the society, so that students can exercise themselves in specific practice, and improve their quality. So, it is very important to focusing on the integration of college

students and the society, and improving the professional quality of college students through the in-depth social practice and actual exercises. Only in this way can the professionalism of college students be improved and can they be helped to grow up into talents so as to lay a good foundation for their future career development.

C. *Paying Attention to the Employment Rate of College Students, and Ignoring the Improvement of Overall Quality*

At present, many colleges promote the promotion of college students' professional quality, usually to help college students find jobs as soon as possible. This is understandable. However, if people simply consider improving the employment rate of graduates in colleges and neglecting the function of teaching and educating people in university education, this will be contrary to the original intention of cultivating and delivering talents for the society.

With the needs of the development of the whole society, the current university education has changed from the original "elite education" to the current "general education". From the final value of college education, education is not only to help students with utilitarian purposes such as education, employment, promotion, promotion, etc. And students are no longer just studying or taking exams. Therefore, college students can no longer be trained as tools, but should be trained as a complete and wholesome person. Colleges are no longer just to provide high-quality management talents who will contribute to the country and society. Instead, they should enrich the students' educational content and school life, focus on improving their personality and improving their overall quality, and then cultivate moral high and positive for the society.

At present, most colleges have realized the importance of professional awareness, and also established courses related to professionalism. However, most colleges still aim to solve the problem of student employment and improve the employment rate of the college, instead of helping the students improve their overall quality and ability in the whole process and in all aspects. They also have some misleading in goal setting.

D. *Focusing on the Concept of Professional Quality Education, but Lacking Continuity of Education*

David Campbell who is born in the United States pointed out that the goal is of certain importance, because it is the only way for us to succeed from the present work to the future, and is one of the important factors for successful people to start from their careers and to succeed in their careers. In view of the importance of college students' professional quality, it is necessary for colleges to carry out professional quality education throughout the entire process of college education. However, most of the current professional quality education in colleges is either a part of the graduate employment guidance system or a small part of ideological and political education. Most colleges just only teach students the concept of professional literacy education in the form of large classes or lectures. From the actual

results it can be seen that these methods are too formalized and the popularity is too narrow. Therefore, its effect is so small because most students do not receive comprehensive professional quality education. Obviously, this approach is not an optimal choice.

IV. THE WAYS OF CULTIVATION FOR PROFESSIONAL QUALITY

A. *Changing the Concept of Professional Quality Training and Establishing an Evaluation System for It*

In reality, under the guidance of employment-centered professional quality, the colleges teach students professional operational skills, which is only the basic premise to meet the needs of professional positions and undertake the division of labor. Therefore, the management of colleges should change the educational concept, through in-depth research, learn from the past experience of other universities, and combine their own reality to establish a reasonable training system and a scientific and effective evaluation system. For example, the daily performance of students is included in the final assessment content, and the process management of students' professional quality training is strengthened. Colleges should not only teach students knowledge and skills, but also change the concept of college students' professional quality training, constantly stimulate students' potential, help improve college students to continuously improve their self-cultivation, and thus improve themselves.

B. *Expanding the Education Training Actively and Strengthening Students' Professional Awareness*

Practice is not only the intrinsic property of education, but also the core link of teaching work. It is an important way for students to acquire knowledge, develop their abilities and improve their quality. However, the practice of educating students, especially in practical teaching, is still one of the weak links in the cultivation of talents in the colleges. The Colleges should deepen the expansion of social practice activities according to the needs of the development of college students' professional quality, give play to the role of social education resources in the cultivation of students' professional quality, and actively create opportunities for students to practice learning and exercise. Through different grades and levels, college students are guided to plan social practice activities. Through the practical guidance of the work experience, the teacher should help the students at the professional level, and let the students learn to communicate, tolerate, compete and cooperate in the realization of social practice activities, and gradually cultivate good professional quality and professional quality.

In addition, social resources must be actively sought and the cultivation of college students' professionalism be supported. The cultivation of college students' professional quality can not only rely on schools and students, but also actively seek the support of social forces. For college students who have just left the school, there is still a gap in the professional quality training and practical work that the school receives. While pursuing economic benefits,

enterprises should appropriately assume social responsibilities. While providing employment opportunities for college students, they should also provide opportunities for college students to develop vocational quality training, and help college students to constantly improve themselves in practice.

C. *Emphasising on Professional Quality Training to Meet the Needs of Professional Diversity*

In different periods, different subjects have different concerns about the professionalism of college students, and professional quality training also presents different focuses. For example, economics-related majors focus on market demand. The cultivation of college students' professional quality needs to be guided by market demand, and to meet market demand by carrying out activities aimed at cultivating professional quality. Humanities and social sciences can be combined with one aspect of college students' professional quality to conduct professional inquiry, so as to pay attention to the cultivation of students' humanities literacy. Psychology or education majors may pay more attention to college students' professional knowledge, professional skills, professional ethics and professional attitudes. Therefore, it is necessary to pay more attention to the practical professional quality of college students' emotional intelligence from the perspective of psychology.

D. *Playing a Leading Role of Teaching in Classroom for the Cultivation of College Students' Professional Quality*

The importance of professional quality training has been increasingly valued. At the dawn of the global information age, all education authorities, schools, and teachers should fully cooperate to promote the cultivation of high-quality talents. The educational department shall set the professional quality evaluation standard, comprehensively analyze the knowledge composition, professional expertise, practical skills and other factors of the university students. Only in this way can students fully understand the dynamics of social industry demand and plan their own career development in order to lay the foundation for future employment. The colleges should revise the development programs on time to help the student understanding the needs of social jobs in the information age. The most important thing is that while teaching the latest scientific and technological knowledge, teachers should integrate professional literacy into the subject professional teaching, and truly realize the whole process of college students' professional quality training. Only in this way can students establish a correct outlook on life and values, and enhance the sense of social responsibility and integrity of university graduates.

V. CONCLUSION

Good professionalism is one of the effective ways for college students to succeed in employment, and it is also one of the important indicators to measure the maturity of a professional. When college students leave school and go to society, their behavioral patterns and ways of thinking must be consistent with professional roles. Therefore, the colleges should pay attention to the cultivation of students'

professional quality, help students to smoothly transition from the role of students to professional, and then train qualified personnel for the society.

REFERENCES

- [1] Shen Gang, Dong Lunhong. Theory and Practice of Expanding Training to Improve College Students' Professional Quality [J]. *Research And Exploration in Laboratory*, 2013(8): 353-356.
- [2] Yang Lin. Improvement of College Students' Professional Quality [J]. *Journal of Ningbo University of Technology*, 2009, 21 (3): 120-124.
- [3] Liu Junxin, Zhang Qiman. *Vocational Education Culture* [M]. Beijing: Higher Education Press, 2015