

Exploration, Practice and Improvement of Refined Talents Cultivation Mode

Taking the Law School of Shandong Technology and Business University as an Example

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Abstract—The important mission of higher education is to improve the talent cultivation quality. In order to improve the talent cultivation quality, it is needed to reform the talent cultivation mode, establish a concept of refined cultivation, implement the requirements of refined guidance, and refine, deepen and standardize the cultivation process and links to make the mode scientific, normalized and having long lasting effect; it is also necessary to pursue refined cultivation effect, and pay attention to evaluation on the cultivation effect as well as students' comment and information feedback; in aspects such as establishing an effective tutor-student communication mechanism, and enhancing tutors' sense of responsibility and quality, it is needed to further improve the implementation effect of the refined talent cultivation mode.

Keywords—refined talent cultivation; practice; effect; perfect

I. INTRODUCTION

Talent cultivation, scientific research, and social services are three basic functions of higher education. Among them, talent cultivation is obviously the most important function. With the transformation of higher education from elite style to popular style, colleges and universities are facing many problems such as declined quality of students, low talent cultivation quality and low employment rate. Hence, higher education is required to pay attention to the quality of talent cultivation and improving students' professional quality and comprehensive ability. To improve the quality of talent cultivation, it is necessary to make innovation in talent cultivation mode under the guidance of refinement concept, pay attention to process cultivation and result evaluation oriented to students, fully motivate tutor and students' initiative and creativity in cultivation and learning.

II. IMPLEMENTATION BACKGROUND OF THE MODE

The concept of refinement first originated in the field of enterprise management, and is an advanced concept, mode, culture and method of management. In 1990s, the concept of refined management was extended from the field of enterprise management to various fields. Practice has proved that the concept of refined management is particularly suitable for the field of higher education, and has formed a unique concept, mode, culture and method of talent cultivation. The core feature of the refined talent cultivation

mode (hereinafter referred to as "the mode") is the transformation from the previous extensive cultivation mode to systematic cultivation mode and from traditional experiential guidance mode to scientific guidance mode. The main content is to play the role of tutor as the subject in cultivating students. Tutors are required to pay more time and attention to care for and guide students, participate in students' learning planning, and provide refined classified guidance to students based on students' individual characteristics.

The Law School of Shandong Technology and Business University earlier proposed the requirements for refined cultivation of undergraduates. At that time, the law school was in the bottleneck period when the number of enrollment was sharply reduced, the employment quality was not that high, and the faculty was relatively surplus. According to the actual conditions at that time, the law school proposed to carry out refined cultivation for students, and transform from the unilateral pursuit of extensive growth in quantity to the growth in cultivation quality, realizing a change into a cultivation mode aiming at improving postgraduate exam passing rate and employment rate and improving the employment quality.

III. DETAILED PRACTICE OF THE MODE

A. Implementation Stages

1) *In the stage of freshman*: After new students are enrolled in school each year, the college will divide the list of tutor-student refined follow-up cultivation. After the list is issued, tutor will make a refined cultivation plan within one month, and meet with the students to learn more about the students' source of origin, arts/sciences, specialties, whether they plan to take are postgraduate enrollment exam, and other aspects of information, answer students' questions, and communicate the law school's refined cultivation goals and specific requirements.

2) *In senior grade*: During the period of refined cultivation, tutor should meet with students for at least 6 times per school year to know about students' learning and living status, and keep detailed record on the refined cultivation at each meeting with students. During the period,

tutor should guide students to read some necessary books for the major, and lead and guide students to complete 1-2 research papers. As far as the current implementation is concerned, generally at the beginning, middle and end of each semester, tutor may respectively talk with each grade of students and give them face-to-face guidance. Students may be required to make plans at the beginning of the semester to strengthen the in-depth study of professional courses, such as reading professional journals and books and can ask tutor for appropriate counseling about learning of professional courses. In aspect of subject competitions, tutor may also actively ask students to participate in various competitions and provide as much assistance as possible. In addition, tutor may also make requirement and monitoring on in/off-classroom discipline, examination discipline, holiday leave, and other status.

3) *In the stage of graduation:* Tutor is responsible for matters about student's academic papers, innovation credits, graduation thesis, graduation internship, and so on. Tutor may actively guide students to take the postgraduate entrance examination, provides all-round guidance for students' postgraduate entrance examination, and provides relevant advice and guidance on the selection of postgraduate institute, major and postgraduate tutors. In addition to providing guidance relevant to thesis, tutor should also actively guide students to establish a correct view of employment, and provide assistance for students' employment if capable. Graduation thesis guidance work is also an important part of the refined cultivation. From selecting the topic of graduation thesis to opening speech, completing the first draft, making revision and finalizing the thesis, all the links require a large amount of work by tutor.

Throughout the process of refined cultivation, tutors' participation and guidance for student growth is comprehensive and throughout the four years in university from freshman to graduation. Nowadays, applied talents cultivation mode is increasingly valued. An effective way to improve the quality of talent cultivation is to make refined cultivation on students based on their different individuality, fully explore students' characteristics and improve students' comprehensive ability and competitiveness.

B. Evaluation

In order to put into practice the refined cultivation system, urge tutors to provide careful and refined guidance for students and ensure the guarantee effect, the law school may regularly value the completion of students' cultivation task and tutors' guidance process.

1) *Evaluation indicators: "seven ones" project:* In order to facilitate tutor making clear the refined cultivation tasks, improving the guidance effect and make the guidance more targeted, the law school further proposed the "seven ones" project for refined cultivation. Taking major of law as an example, students are required to at least intensively read one legal masterpiece, attend one court trial, organize one social survey, obtain one school-level honor, write one legal document, participate in one student association, and get to

know one celebrity majored in law before graduation. The implementation effect of the refined cultivation system should be comprehensively determined based on the completion of the above indicators.

2) *Evaluation methods:* There are process evaluation method and result evaluation method. Wherein, process evaluation method is mainly used for checking whether the cultivation is continuously recorded by tutor and whether the number of guidance times meets the requirement. The law school set up a refined follow-up cultivation check and evaluation group responsible for management, inspection and evaluation on the follow-up cultivation status. The tutors who fail to pass the evaluation will be disqualified from providing follow-up cultivation guidance, and the students guided by them will be changed to be followed up and cultivated by other tutors. The tutors who pass the evaluation will be awarded materially in the way of converting the teaching workload. Result evaluation focuses on checking the cultivation effect on the basis of indicators such as employment rate and postgraduate admission exam passing rate. Tutor will be given certain award on the basis of the judicial examination result, postgraduate admission result and employment after graduation of students guided by tutor.

IV. IMPLEMENTATION EFFECT AND SHORTCOMING OF THE MODE

After years of practice in refined talents cultivation, the school's construction of study style, employment rate, and postgraduate admission rate have been greatly improved in recent years, and won many honors such as advanced employment units and advanced employment individuals. A good atmosphere of guidance has been formed throughout the school. The communication between tutor and students has become closer and closer, their communication has become more and more in-depth, and the relationship between tutor and students has been developed harmoniously. A good effect of refined talents cultivation has been achieved and is mainly reflected in the following aspects:

First, students learn more consciously and actively, forming a good style of study. With the help of tutors, the vast majority of students had made clear professional development plans and learning objectives since the beginning of the freshman year. Students' learning attitude change significantly and their motivation of learning are stimulated; many students consciously participate in the morning and evening self-study. They insisted on reading English in the morning every day. The attendance rate and participation rate of the class are improved significantly, and their scores of various subjects are also improved significantly.

Second, students actively participate in professional competitions and practical activities; their professional competition scores are steadily improved, and their ability to innovate is exercised. With the help of tutor, students usually pay attention to cultivating their basic professional skills, actively participate in various professional competitions and practical activities, and have achieved great success. In 2017,

one student won the third prize in the 8th National Legal English Contest — Speech Contest, and the school was awarded the “Best Collective Organization Award”. The school was won the third prize in the 7th Shandong Province Higher Education College Student Moot Court Competition; wherein, one student won the award of outstanding litigation agent. Three students won the third prize in the Second National Finance and Economics College Vocational Legal Skills Competition.

Third, a good atmosphere for preparing for postgraduate entrance examinations is formed; and student's postgraduate admission rate and employment rate keep in a leading position. For three consecutive years, postgraduate admission rate of law school graduates ranks first among secondary schools; and the employment rate of graduates is more than 90%.

While achieving the above-mentioned cultivation effects, the school also pays attention to listening to students' opinions and suggestions. The school also has made questionnaires and interview with some students, and made adjustment on the basis of students' feedback, in order to achieve better effect.

According to the questionnaires and interview results, it is found that there are still some problems in the process of refined guidance: first, there is no clear requirement for the content and form of guidance and the communication time, so that the guidance process is arbitrary, the guidance content is not that targeted and the communication with students is not that in-depth. Second, there is a lack of supervision and restriction on tutors. Because individual tutors have not that strong sense of responsibility, in the process of providing students with guidance, there is less communication frequency and time and distance communication manner is often adopted instead of face-to-face communication. In this case, the guidance is inevitable to only stay in form and it is unfavorable for playing tutor's role in cultivating talents. Third, students' enthusiasm and initiative in learning are not strong, and it is somewhat difficult to complete staged cultivation tasks.

V. THINKING OF FURTHER PERFECTING THE MODE

A. *Strengthening System Construction, Standardizing Management, and Establishing an Effective Tutor-student Communication Mechanism*

According to the feedback from students, the mode should establish a rigid fixed communication mechanism, formulate detailed implementation measures suitable for the characteristics of the school, and specify the guidance time, process, content and methods. With a fixed communication system, on the one hand, it can increase the systematic, planned and targeted features of tutors' guidance work; on the other hand, it can give students a continuous learning pressure and strengthen students' sense of urgency.

B. *Strengthening the Sense of Responsibility and Service Awareness of Tutors and Putting into Practice the Supervision on Tutors*

Tutors not only undertake the task of professional knowledge imparting and guidance, but also bear the responsibility of guiding students in their thinking and conduct. They should not only pay attention to the academic progress of students, but also care for and help students solving life problems, psychological problems, character problems, and so on. It is necessary for them to not only "teach" but also "cultivate people", to cultivate morality while teaching and get morality cultivation and knowledge teaching integrated, and realize cultivation of students' morality by enhancing the educational feature of teaching. This requires that tutor should orient to student and establish a sense of responsibility and service; only by making efforts, can tutor achieve the guidance effect. At the same time, it is necessary to strengthen the evaluation and supervision on tutors, to prevent individual tutor's irresponsibility and prevent maintaining guidance work only in form. Certain reward and punishment mechanism can be implemented to ensure that the refined guidance work is put into practice.

C. *Cultivating a Professional and High-quality Team of Tutors*

Establishing a professional and high-quality tutor team is the key to implementing a refined talent cultivation system. At present, the team of refinement tutors of the law school is mainly composed of various professional teachers. In the process of communication and guidance with students, a benign interaction can be formed. By arranging theoretical study and practical exercise tasks for students, tutor also gains more knowledge and guidance ability in the process of providing guidance. In the future, lawyers, judges and other legal workers in the practical department can be arranged to guide students in doing vocational practice so as to realize a mutual making up guidance between college teachers and legal practice department workers.

D. *Enhancing Theoretical Research on Refined Cultivation Method*

The refined guidance involves in the fields of professional courses, education, psychology, and even management. It is necessary to strengthen theoretical research, sum up experience, and explore a theoretical refined cultivation system suitable for the conditions of the school. A number of high-level theoretical research results can be launched through the organization of refined guidance exchanges and publication of relevant research results, so as to achieve an effective combination of refined cultivation theory and practice, and continuously improve the level of refined guidance.

VI. CONCLUSION

Different from the previous talent cultivation mode, refined talents cultivation mode is a brand new student cultivation mode; and different from tutorial system, the mode requires providing students with detailed guidance in

aspects of their study, life and employment. The mode has higher requirements for tutors; tutors are required to comprehensively cultivate the students under their guidance with stronger sense of responsibility and patience. The mode is conducive to strengthening tutor-student communications, improving students' learning effects, improving students' professional quality and comprehensive quality, and enhancing their competitiveness in future employment.

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