

Research on the Management Mechanism of Professional Group Construction in Higher Vocational Colleges

Shuang Wang^{1,*}

¹Chongqing Medical and Pharmaceutical College, Chongqing 401331, China

*Corresponding author. Email: 3577180@qq.com

ABSTRACT

The professional group is composed of related majors based on certain group logic, with core major as the leader. The construction of high-level professional groups is the core of the construction of higher vocational colleges. In the construction of professional groups, the management efficiency and the cluster advantages have become important factors affecting the effectiveness of professional group construction. At present, there are still a series of problems in the construction and management of professional groups in higher vocational colleges. To address these problems, this paper discusses the establishment of dynamic adjustment mechanism, self-optimization mechanism, collaborative education mechanism and performance evaluation mechanism of professional group, so as to improve the management in the construction of professional groups and provide guarantee to achieve the goals of professional group construction.

Keywords: higher vocational colleges, professional group construction, management mechanism

I. INTRODUCTION

With the introduction of "National vocational education reform implementation plan" and "Opinions on the construction plan of high-level vocational schools and specialty with Chinese characteristics", vocational education has entered a new stage. The essence of high-level vocational colleges is high-level professional group, and the construction of professional group is the key to form the core competitiveness of higher vocational colleges. The high-level professional group is composed of related specialties and core majors according to certain group logic. The construction of professional group may cross teaching organization and industries. Therefore, how higher vocational colleges adapt to the management from majors to professional groups, from a certain industrial field to the industrial chain, and cross-industry comprehensive docking, give full play to management efficiency and form cluster advantages has become an urgent problem to be solved.

II. PROBLEMS IN THE CONSTRUCTION AND MANAGEMENT OF PROFESSIONAL GROUPS IN HIGHER VOCATIONAL COLLEGES

A. *The construction of professional group lacks optimization and adjustment, and the industrial adaptability is poor*

The development of professional cluster is the inevitable way to conform to the current regional industrial cluster and chain development trend. The construction of professional group has become a new paradigm of specialty construction, and it is difficult to meet the talent demand of regional industrial development only relying on a single specialty.

First of all, in the construction of professional groups, some colleges and universities do not consider the characteristics of industrial clusters and job distribution, but take their own existing professional settings as the premise, and combine the seemingly relevant majors into professional groups, which will lose the significance of establishing professional groups. Secondly, the nature of serving the society determines that the structure of professional groups in vocational colleges must adapt to the development of regional economic structure. Therefore, the establishment of professional groups can't be done a once for all. It is required to adhere to the principle of dynamic management, and adjust the structure of newly

*Fund: Supported by Chongqing Higher Education and Teaching Reform (203597)

added or eliminated majors according to industrial development, market demand and talent quality. The dynamic adjustment mechanism of professional group construction in some colleges is still in vacancy.

B. The construction of professional group lacks overall management and the integration and allocation of resources are not ideal

Professional group construction is a resource integration activity with the construction of various disciplines in the group as the core. Resource allocation and sharing is based on professional group construction goals, so as to achieve the goal of coordinated development of professional groups. And it is the key to professional group construction.

In fact, some colleges still retain the original secondary college management model. If there are professional groups composed of cross-second-tier colleges, they will be constructed separately, and the construction results will be summarized only during project declaration or inspection. The integration and optimal allocation of resources are not realized. Although some colleges have broken the original secondary college structure and reorganized the secondary colleges according to the professional group logic, they still manage the majors of the professional group according to the previous secondary college management model. The teaching and research section is still arranged according to majors, and the talent training plan is still written according to the profession, and there is no major change in the structure and form from that of the original talent training plan. Only basic courses are group sharing courses, and professional basic courses and professional core courses cannot be mutually selected among professional groups. The unbalanced allocation of resources among majors, duplication of resources, and low efficiency in resource utilization and sharing are no substantial difference from that of the original single major construction.

C. Lack of experience in the construction of professional groups, and unclear powers and responsibilities of management

The construction history of the professional group as a unit is short, and each college has its own unique feature in the management of professional construction. The management of professional group construction is still in the exploratory stage. The purpose of professional group construction is to break the uniform pattern of single major construction and to form the advantages and characteristics of each college. Therefore, each college should fully consider its own situation and build professional groups according to local conditions. There is no fixed model for professional group construction.

The people who should manage the construction of professional groups, methods to manage, and management channels are all the bottlenecks restricting the construction of professional groups. At present, many colleges and universities have not constructed an organizational structure suitable for the construction of professional groups according to the goals of professional group construction, and maintained the management model of the original single professional teaching and research section. There is no relevant management system, clear management organization or job responsibilities. This has led to the lack of top-level design and overall management of the professional group construction, and it is difficult to implement it. Either only stay at the material level, or the specific affairs will be done by the leaders of the secondary college or temporary arrangements.

D. Lack of monitoring and evaluation of professional construction and lack of timely feedback on construction effectiveness

Whether the construction of professional groups has achieved the construction goals and achieved construction results with high quality requires evaluation and testing of the process and results. Process monitoring helps to adjust construction ideas and implementation plans in a timely manner, correct problems that occur in the process, prevent the undesirable results, and is also conducive to the continuous advancement of professional group construction. Result evaluation is conducive to summarizing and refining the effectiveness of professional group construction, and the achievement of the goal of professional group construction is verified.

However, at present, many higher vocational colleges lack professional group performance evaluation methods, have no special assessment and evaluation institutions, lack professional group evaluation index system, and lack timely monitoring and evaluation of construction tasks, achievement of landmark results, and quantitative quality of funds.

III. EXPLORATION ON THE MANAGEMENT MECHANISM OF PROFESSIONAL GROUP CONSTRUCTION IN HIGHER VOCATIONAL COLLEGES

In response to the common problems highlighted in the construction and management of professional groups, it is necessary to respond to the connotation requirements of "building a high-level professional group" and explore the establishment of a high-level professional group construction management mechanism of "precise docking and integration of production and education, optimization of structure and connotation".

A. Establishing a dynamic adjustment mechanism for professional groups and focusing on new changes in the demand for talents in the new era

The rapid changes and fusion of industrial and technological development will inevitably lead to the deconstruction and reconstruction of existing professions. This dynamic adjustment process requires that the professional group must be flexible and open in structure and mechanism to form a benign mechanism resonated with industrial changes. Professional groups should follow the principles of demand, characteristics, and cooperation, and rely on regional industrial development plans to improve the professional construction steering committee jointly established by industry experts, corporate elites, and school personnel, guide the development of industry research and talent demand research, establish a quantifiable professional evaluation index system in the group, conduct regular professional evaluations through seminars, visits, data reports, consulting suggestions, etc., and use the evaluation results as an important basis for professional increase, change, support and withdrawal, and continuously optimize the professional structure of the professional group.

B. Establishing a self-optimization mechanism for professional groups and focusing on the sustainable development of type education

It is required to focus on the series of work processes of "determining goals, focusing on elements, finding deficiencies, and improvement and promotion, improve the internal quality assurance system, carry out teaching work diagnosis and improvement, and ensure the quality of professional talent training. It is necessary to establish a mechanism for renewing the connotation of professional groups, fully reflect the characteristics of vocational education in terms of type education and the integration of documents and certificates, further promote the integration of industry and education, and reform talent training programs, curriculum system and teaching methods.

C. Establishing a collaborative education mechanism for professional groups, focusing on new requirements of "the integration of production and education, and the integration of documents and certificates"

It is better to actively connect with industrial transformation and upgrading and regional economic development, break the original boundary between secondary colleges and majors, re-set secondary colleges according to the functional requirements of professional group construction, optimize resource allocation, promote cross-integration between majors and professional groups, construct courses with work process or project-based content, realize the co-construction and sharing of advantageous teaching resources such as teachers and practical training, and fully release the vitality of innovative elements such as talents, capital, information, and technology. It is required to use the advantages of higher vocational education groups to deepen the school and enterprise (college) cooperation, respond to the new requirements of vocational skill level certificates, form a new situation of market guidance, school-enterprise construction, complementary advantages, resource sharing, mutual benefit and win-win situation, and achieve the goal of collaborative innovation and collaborative education.

D. Establishing evaluation mechanism of professional group performance and focusing on the high quality of professional group construction

It is necessary to formulate performance evaluation methods for professional groups, set up a performance evaluation team, establish an evaluation index system, and carry out performance evaluation regularly and irregularly. It is better to set up a management organization, clarify the responsibilities of all parties, and promote project construction in an orderly manner. And it is necessary to establish a fund management system, standardize the use of funds, ensure implementation progress, and accept audit supervision.

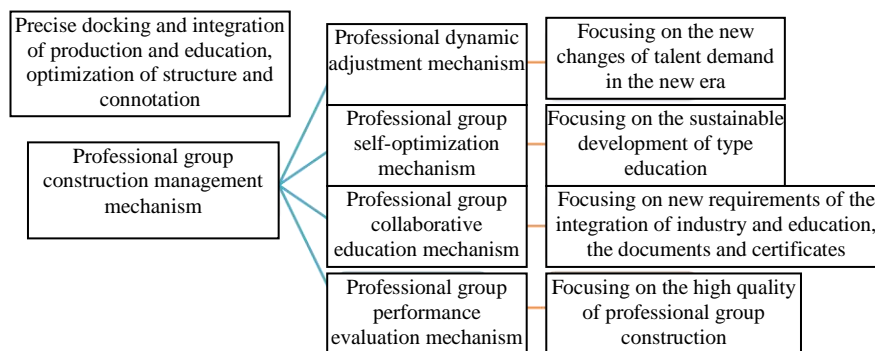


Fig. 1. Framework diagram of the management mechanism of professional group construction in vocational colleges.

IV. CONCLUSION

The construction of high-level professional groups is the core of the construction of higher vocational colleges. A scientific and reasonable professional group construction management mechanism can make the concept of professional group construction present new changes, the effect of professional group construction highlights new characteristics, and the radiation of professional group construction appears new expansion.

References

- [1] Chen Na. Research on the Construction of Tourism Management Professional Group of Chongqing City Management College [D]. Chongqing Normal University, 2012: 7. (in Chinese)
- [2] Wang Zhongjun, Zhang Wei. Research and Practice on the Construction Path of Demonstrative Specialty (Group) in Local Higher Vocational Colleges [J]. Chinese Vocational and Technical Education, 2018,(17): 28-30. (in Chinese)
- [3] Zeng Lan. Research on the Construction of Professional Groups in Higher Vocational Colleges — Taking S Vocational and Technical College as an example [D]. Hunan Normal University, 2018: 4-7. (in Chinese)
- [4] He Weihua, Li Li. Research on the Management Mechanism of Professional Group Construction under the Background of "Double High" Construction [J]. Higher Vocational Education Exploration, 2019, 18(3): 41-45. (in Chinese)
- [5] Mi Gaolei, Guo Fuchun. The Connotation Logic and Practice of the Major Cluster Construction in Higher Vocational Colleges from the Perspective of "Double-High Plan" — Taking Zhejiang Finance College as an example [J]. Research in Higher Education of Engineering, 2019, (6):138-144. (in Chinese)
- [6] Zhuang Huilong. On the establishment of a perfect professional construction guarantee mechanism in colleges and universities [J]. Journal of Yangtze University (Social Science Edition), 2012, 35, (11): 134-135. (in Chinese)
- [7] Wei Liusi, Jia Hongjie, Tang Yifa. Strategies for the construction of higher vocational professional groups against the background of "double-high plan" [J]. China Electric Power Education, 2019, (11): 78-79. (in Chinese)
- [8] Li Weizhi. The construction strategy of characteristic specialty group in higher vocational colleges under the background of "Double-High Level Plan" [J]. Chinese Vocational and Technical Education, 2020, (5): 34-38. (in Chinese)
- [9] Zhang Dongke, Wu Tingting, Liu Shuchang. Analysis on the Value Orientation of Major Cluster Construction in Higher Vocational Colleges Under the Double High Plan [J]. Journal of Adult Education College of Hebei University, 2019, 21(4): 58-63. (in Chinese)
- [10] Ding Jinxiao, Gong Xiaoyong. "Double-High Level Plan" leads the construction of specialty groups in higher vocational colleges: from the perspective of structural functionalism [J]. Chinese Vocational and Technical Education, 2019, (35): 24-30. (in Chinese)
- [11] Zhou Jiansong. Thoughts on Guiding the High Quality Development of Higher Vocational Education with the 'Double High Plan' [J]. Modern Education Management, 2019, (9): 91-95. (in Chinese)
- [12] Nie Qiang. Strategies of "the Plan of High-level Modernized Higher Vocational Colleges and High-level Professional Groups Construction" Under the Leadership of Professional Groups [J]. Education and Vocation, 2019, (13): 16-20. (in Chinese)
- [13] Qiao Xuebin, Zhang Shaolan, Zhi Juan, Lu Jianxia, Chen Zhengping. The implementation path of professional group construction in higher vocational colleges — Taking rehabilitation treatment technology as an example [J]. Chinese Vocational and Technical Education, 2016, (35): 85-89. (in Chinese)
- [14] Ren Zhanying. Analysis on the key issues of strengthening the connotation construction of higher vocational colleges in the new era [J]. Chinese Vocational and Technical Education, 2018, (19): 53-57. (in Chinese)