

A Case Study of Post Internship in Applied University Based on the Perspective of Project Management ——Taking a University in Fujian as an Example

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ABSTRACT

Applied undergraduate education is an important part of the national education system, and the management of students' in-post internship is the core point of university-enterprise cooperation. Therefore, the management of in-post internship project in applied university is a very important topic. This research is based on the management practice of post-job practice of students in an application-oriented university in Fujian. It has made a useful exploration on the construction of the management framework and mode of the post-internship project in application-oriented colleges and universities. It is hoped to provide a basic framework and a post-practice management system for post-practice management in applied colleges and universities.

Keywords: *project management, on-the-job internship, applied university*

1. INTRODUCTION

At present, the post-internship project management of applied undergraduate education in my country is in the development stage and has been highly valued by all aspects. The post-internship is a new type of teaching mode. In recent years, by increasing school-enterprise cooperation, expanding practice bases, investing funds, and strengthening student management, post placement practice has achieved expected results. However, practice has proved that most applied undergraduate colleges have many problems in the management of students' post-internship projects. There are problems from the school, personal problems of students, government and enterprises. These problems affect the effect of post-internships. Combining with the management practice of students' on-the-job internship in an application-oriented undergraduate college in Fujian, this paper makes a useful exploration on the construction of the management framework and model of the on-the-job internship project in an application-oriented undergraduate college. In this paper, project management is introduced into the management of the school's post-internship process, and the

application-oriented undergraduate college students' post-internship project management mode is constructed from the theoretical level and practical work, achieve the smooth management of post internship.

2. RELATED CONCEPTS

2.1 On-the-job Internship

Contemporary education scholars believe that post practice is an important extension of education and teaching activities to achieve vocational training goals, and also an important teaching mode of combining work with study and school-enterprise cooperation to cultivate high-skilled applied talents. On-the-job internship for student in applied university refers to these students in the fourth academic year of applied university go to corresponding units for paid or unpaid internship, which lasts for half a year or one year. They practice and improve their skills in employment units. At the same time, on-the-job internship is an important part of in applied university.

2.2 The Project

According to modern PMBOK, "Project management is the application of knowledge, skills, tools and technologies to project management activities in order to meet or exceed the needs and expectations of project stakeholders".^[1] Another definition is: project management is a system of management methods to plan, organize, coordinate and control the project and its resources through the efforts of the project manager and the project organization, aiming to achieve the specific objectives of the project.^[2] Project management is project as the object, using the scientific system of management theory and methods to conduct efficiently planning, organizing, guiding and controlling the entire process of the project life cycle through a temporary and flexible organization in order to realize the dynamic management of the whole process and comprehensive coordination and optimization of the aim of the project.

3. STUDY THE FEASIBILITY OF IN-POST INTERNSHIP AS A PROJECT

(1) A project is a series of temporary, one-time and limited tasks organically combined together, which is the fundamental distinguishing feature from other routine activities and tasks. On-the-job internship is the school arranges students of Grade 4 to study in enterprises every year. It is a temporary and one-time task.

(2) The resources that can be used by the project have a clear budget and limit, which is not easy to change once agreed. In-post internship is the same.

(3) The on-job internship program has a clear and unique goal, which is "a unique product or service" as defined in PMI. The goal of on-the-job internship is to cultivate students' comprehensive vocational ability for schools and enterprises, as well as high-quality workers in front-line management and specialized middle and junior talents.

(4) The project can only complete the target task within the specified period, at the approved cost and on the premise of meeting certain performance requirements, that is, the project can only be carried out under certain constraints. In-post practice is to train and manage students under the constraints of schools and enterprises.

(5) The project needs multi-party cooperation to be completed, and the preservation or expansion of project products is usually carried out by others than project participants. In addition to school, students and enterprise participants, there are also government guidance personnel and parents.

(6) A project must go through five stages: start-up, planning, execution, control and closure, and each

project life cycle is unique.^[3]

The internship process is aligned with the five stages of project management. It is a cycle for students in application-oriented undergraduate colleges to undertake post-internships before graduation. Each cycle is unique.

4. CHARACTERISTICS OF IN-POST INTERNSHIP PROJECT MANAGEMENT

4.1 The Main Body of the Post Internship Program is Diversity

As shown in Figure 1, the subjects and objects of the management of on-post internship in applied university include students' parents, schools, enterprises, students and the government. Only when the five parties clearly define their responsibilities and cooperate and communicate with each other can the on-post internship be effectively managed.

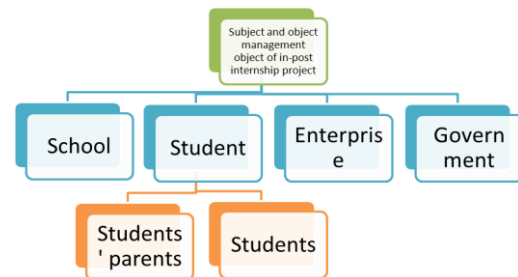


Figure 1 Object management model of internship project management

4.2 The Time Span of in-post Internship Program is long

The internship process at applied university can take anywhere from six months to a year. In practice, the preparation begins before the internship actually takes place. Due to time is very long, span contains the preparation stage during school, also included in the corporate internship time, therefore, the school should not only emphasize the students in choosing internship units phase of the management and guidance, but also pay attention to the work of preparation stage, must strive to do meticulous in place, in order to ensure to be normal practice work and be timely and effective management after the process management of internship phase starting.

4.3 Diversity of in-post Internship Programs

During the internship in applied university, the management of students has gone beyond the scope of school management or enterprise management, and its content is complex and diverse. During the internship, The managers should be familiar with the school's rules and regulations of the internship, but also to understand

the rules and regulations of the enterprise management system, not only to manage students' attendance and labor discipline during the work in the enterprise, but also to help students to enhance the ability to bear the work of the enterprise and the ability to communicate with people in the work, and to continue the school management in the management of students' daily life. At the same time, managers should pay attention to the mentality of students in the period of just becoming adults, and avoid large fluctuations, and enlighten students to adapt to the social work environment. Therefore, due to the dual identity of students, the management content is complicated and diversified.^[4]

5. ANALYSIS OF CURRENT SITUATION AND PROBLEMS OF ON-POST PRACTICE IN APPLIED UNIVERSITY

5.1 National attention is attached but implementation is difficult

There is a general lack of system construction and the construction of hierarchical management, hierarchical responsibility, layer upon layer implementation of student internship project management policies and systems. There is no research and development of student internship project standards and project supervision and inspection policies and measures. Therefore, applied university students lack systematic management in the process of on-the-job internship, which brings many difficulties to enterprises and schools in the management of internship students.

5.2 The school lacks project implementation and control management

On-the-job internship is a teaching process, rather than a socialization process of "herding sheep". It is also different from the probation period before employment. In some applied university, there has not a set of systematic management system in the process of students' on-the-job practice. The applied university did not do well in the important link of management, did not really solve the problems in the practice, failed to assume the due responsibility of management. There are many loopholes in management.

5.3 Students fail to comply with school and enterprise policies and have no self-discipline consciousness

After the intern enters the post, the environment changed, the student's own behavior also changes accordingly, physically and mentally and living environment is very different. Due to be out of the parents and the school of supervision and management, most of the students will slowly relax to own request,

not to the implementation of enterprise and school rules and regulations. They sometimes are affected by the outside world, it is difficult to work and practice, some students began to look for better-paying jobs, and more freedom, no longer subject to the constraints of the school.

5.4 Enterprises lack awareness of project evaluation and collaborative management consciousness for students

In the process of internship for students in applied university, enterprises do not put intern management in the first place, but pay more attention to the training of students' skills. In many enterprises, the labor tasks of the interns are similar to those of the regular employees of the enterprise, and the management is also the same as that of the regular employees, which brings problems to the internship program. Some enterprises also lack an evaluation system for interns. They do not establish an evaluation system for school interns. Students do not get evaluation and timely feedback, which hinders the all-round development of students. "Ultimately, students will leave the company, which greatly reduces the stability rate of on-the-job internship, and damages the interests of the company, the school and students."^[5]

5.5 The government failed to give full play to the guiding role of internship programs

At present, the government is still a bystander in the internship of applied university. Only the school and the enterprise are cooperating. If there are problems, the enterprise and the school should negotiate to solve them and strengthen the system construction. The rights, obligations and responsibilities in the school-enterprise cooperation are clarified only by all parties. Only the school and the enterprise construct a student internship management policy and system with hierarchical management, hierarchical responsibility and layer upon layer implementation should be established.

6. CONSTRUCTION AND ANALYSIS OF IN-POST INTERNSHIP PROJECT MANAGEMENT MODEL

6.1 Process model of on-post internship project management in applied university

6.1.1 The process of on-post internship programs in applied university

The project management of students' on-post practice in applied university includes education management before students' practice, management in enterprises' practice, assessment and evaluation management after students' on-post practice and so on.

(1) Stages of Internship Program Preparation

It consists of seven systems: the internship unit for assessing students, the management of the implementation unit, the management of corporate positions, the management of rules and regulations, the management of accommodation, the management of leisure time, and the management of safety (personal accident insurance and intern liability insurances and the unit staff injury medical insurance).^[5]

The starting stage mainly includes: ① Inculcate students and parents with important understanding of the school's internship program; ② Do a good job in pre-internship skills training and ideological education ③ The internship unit shall implement the principle of two-way selection; ④ Strictly pay attention to the practice and guidance of enterprises; ⑤ Schools and enterprises should have a fair assessment system.

In the implementation of on-post internship project, each link should be implemented to promote and restrict each other, so as to ensure the integrity of the whole project management.

(2) Control Process

The college shall establish a complete internship management system to standardize the internship, including: ① The school and the enterprise signed an internship agreement; ② Selection of leading teachers; ③ Student internship application; ④ Insurance for students; ⑤ Student internship qualification determination; ⑥ The internship unit and students can choose the internship position through double selection; ⑦ The school signs an internship agreement with the students; ⑧ Enterprise practice assessment; ⑨ Teachers visit enterprises; ⑩ Students complete the internship report; ⑪ Evaluation grade.

6.1.2 Process Model

The process model of on-the-job internship project management in applied university is the application of process method in the management system of on-the-job internship project in applied university. It is established according to the process theory of project management. According to the classification method of project management process, the management process can be divided into five links: project initiation, project planning, project implementation, project control and project closure. The management content of corresponding links of on-post internship in applied university is included in every process of on-post internship project management in applied university.^[4] The starting process of the project mainly includes the demand analysis of the internship project and the contract signing of the internship project. The project planning process is mainly to design and formulate the

content and form of practice, as well as the project time, schedule and cost. The implementation process of the project is mainly to establish the organizational structure of the project, to decompose the project tasks, and to manage the specific content of the student internship. The project control process is mainly to track the project path, identify and correct deviations. The project closure process is mainly to evaluate and summarize the training project. The detailed process and content contained in each link in the above process model will be described separately later.

6.2 Project Start

6.2.1 Requirement Analysis

Through the in-post internship program, the rights, obligations and responsibilities of all parties involved in school-enterprise cooperation will be clarified, and a system of student internship management policies and systems will be established with hierarchical management, hierarchical responsibility and layer upon layer implementation. The administrative department of education is the overall management, the applied university is the process management, and the class teacher and practice instructor are the followers of the project process model. The demand analysis of on-post internship project in applied university can adopt observation method, questionnaire method, interview method, discussion method, report method, evaluation method and so on. Among them, the commonly used questionnaire method, interview method.

6.2.2 Contract Signing

Signing the project contract is the last link in the project starting process, which can best reflect the systematic idea of project management and provide the basis for project implementation process management and acceptance management. According to *the Contract Law*, a contract is an agreement between natural persons, legal persons and other organizations with equal subjects to establish, change and terminate the relationship of civil rights and obligations.^[6] In terms of job function classification, there are generally three kinds of contracts for the management of on-post internship projects in applied university, namely, the contracts signed by schools and internship units, the contracts signed by schools and internship students, and the contracts signed by internship units and interns. By participating in the signing of the contract, interns can understand the expected task objectives and management requirements, which will help students to control and regulate their own behavior according to the content of the contract within a period of internship.

6.3 Project Plan

6.3.1 Concept of Project Plan

Project planning is a basic part of the project management process. It is the process of team members making scientific predictions and determining future action plans to complete the project's predetermined goals within the budget.^[7] The project planning work of the internship project of applied university is based on the organization and management, based on a comprehensive and objective analysis of the needs of internship management. A series of processes for systematically scheduling tasks based on a set plan. The project planning process solved the following problems for internship management and control: (1) The main tasks of the internship management project are determined; (2) It is clear who is responsible, who has responsibility, and who has authority; (3) It can be used as an important tool for monitoring, tracking and control, as well as a tool for communication and management.

6.3.2 Formulation of the Project Plan

(1) Formulate Principles

To make the project plan of the internship management project scientific and feasible, the following principles should be paid attention to: ① the principle of broad participation. ② the principle of integrity of the internship program. ③ the principle of benefit based on reality. ④ the principle of coordination of quality structures.

(2) Development Content

In the process of formulating the internship project plan, it is necessary to save the text data. These are the basis for the project implementation, including scope plan, work plan, personnel management plan, resource supply plan, progress report plan, quality plan, Cost plan, change control plan, risk response plan, document control plan, etc.^[8] In the planning process of internship projects in applied university, it can be selected according to actual needs. The most important thing is to clarify the project objectives and main payable results, explain how the project should be implemented, and formulate evaluation indicators and indicators for the work performance of project members. The method and personnel incentive mechanism have determined the cost and expense required to complete the project, fully estimated various uncertain factors that may occur in the internship project, and adopted corrective measures.

6.4 Project Implementation

6.4.1 Implementation Content of the Internship Project

The implementation content of the internship management project is the key link for the success or failure of the project. In the internship project, the content should be divided into levels and set up in stages, and the overall consideration should be paid attention to. Combining various factors, the focus of the internship program of applied university can be placed on the following aspects:

(1) The focus of the project management of internships for students in applied university is the process management of internships, and the content is the regulation system of schools and enterprises, job positions, etc.

(2) The internship process management of applied university students is initiated by the internship project, and comprehensive assessment and evaluation after the end of the enterprise process management and internship.

(3) Participants of the internship program for applied university students include school intern teachers, head teachers, internship management departments, etc., and enterprises include the human resources department, internship department managers, and interns' post masters. They should cooperate with each other and support together to ensure the completion of the project.

(4) In the process management of internship in applied university vocational colleges, the top leaders of each unit must participate in the formulation process, which will ensure that the project encounters difficulties in a timely manner and bring convenience to the implementation of the project.^[9]

6.4.2 Project Organization and Decompose Work Tasks

After the project is determined, the participants in the organization chart will cooperate with each other to complete specific goals. In the project task, a work organization composed of different departments and different professionals will control the project through project planning, leadership, organization, and project control. Make reasonable configuration to ensure the smooth realization of project goals.^[10] The project organization form of the internship program of applied university is suggested to adopt the matrix organization form. As the project leader, school leaders and corporate human resources managers exercise power over the participating departments in terms of the content and

time of the internship project, while other specific personnel control from another aspect, control and dispatch various human resources in internship management. Focus on the internship project, clarify responsibilities and improve the management efficiency of the internship project.

After the internship project is determined, it must be broken down into smaller units to make it an operable and monitorable process. First, a work breakdown structure is established. According to these requirements, the job task breakdown of the internship project of applied university can be reflected in Figures 2 and 3.

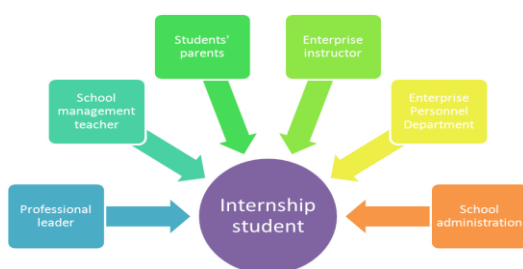


Figure 2 Management model diagram of in-post practice

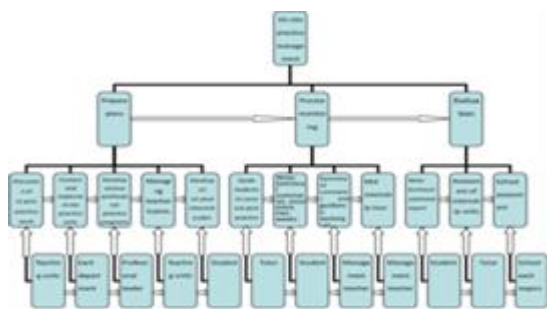


Figure 3 Work decomposition structure of in-post internship management

6. 5 Project Control

6.5.1 Principles of Project Control

The principles to be followed for project control are: First, the core and benchmark of project management is to take the internship project plan as the basis for the implementation and control of the internship project. Second, monitor and measure the actual progress from time to time. If problems are found, they should take immediate measures to solve the problems in a timely manner and establish a reporting mechanism. Third, when the project encounters unsolvable problems, the project plan should be appropriately adjusted to ensure that the project plan is always feasible. Fourth, in the implementation of the project, all participants must maintain information flow and understand the progress of the project and their own work. Fifth, all participants in the internship program must record and archive the implementation data, so as to provide a basis for emergencies and adjustments.^[11]

6.5.2 Process of Project Control

Establish the effective control decomposition chart of the internship project to clarify the control procedures of the project. The control of on-post internship program in vocational colleges is a process of constant revision. Figure 4 Work process of on-post internship program control is used to control each link of work.^[4]

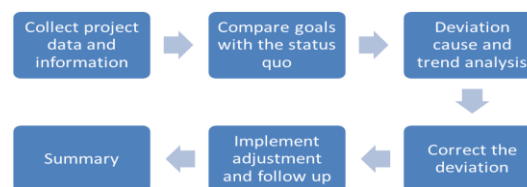


Figure 4 Work process of in-post internship management project control

6. 6 Project Closure

The direct purpose of the evaluation of the internship program in vocational colleges is to establish an effective management mechanism for the internship program in applied university. In the process of practice has begun the assessment of various indicators, can set up the assessment of enterprises to schools and students, students to schools and enterprises assessment, school to enterprises and students assessment of three directions, the final formation of the overall assessment system.

(1)Response evaluation is through the satisfaction of the intern students with the overall management, the management of the school by the enterprise, the management of the enterprise by the school, and the evaluation of the internship unit by the students. The evaluation methods mainly use questionnaire surveys, feedback forms, etc.

(2)Performance evaluation is a reflection of the final effect of on-the-job internship. The purpose of the evaluation is to measure the efficiency of the project staff, the satisfaction of the management level and other aspects of the evaluation. Scientific operations use data from projects and questionnaires. Enterprises have formed a set of models and effective mechanisms in the process of project management, and enterprises, schools and students are the biggest beneficiaries.

7. APPLICATION OF IN-POST INTERNSHIP PROGRAM IN A UNIVERSITY IN FUJIAN

7.1 Project Description

7.1.1 Project Overview

In September 2020, 2158 students of a university in Fujian went to Zhejiang, Shanghai, Fujian, Jiangsu,

Anhui and other provinces and cities to participate in one-year on-the-job internship. The whole project is called "a university in Fujian on-the-job Internship Project".

7.1.2 Project Management Process

This research designed the work process management process of on-the-job internship program in a university in Fujian, as shown in Figure 5:

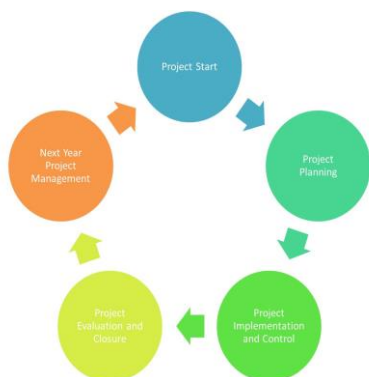


Figure 5 Process Management Flow Chart of in-post Internship Program

7.2 Project Initiation and Planning

7.2.1 Analysis of Project Requirements and Plans

Before the launch of the internship management project of a university in Fujian, the school did a demand analysis of the project. Through the questionnaire surveys on the needs of corporate personnel and student internship applications, we can understand the overall situation of the company's recruitment of interns and the overall situation of students' demand for corporate positions.

7.2.2 Signing the Project Contract

In this internship management project of a university in Fujian, the school, as the main body of management, signed contracts with enterprises and students respectively.

7.3 Project Implementation Content

7.3.1 Preparation Stage of Internship Project

(1) Work out an internship plan and schedule according to the teaching plan and the number of fresh interns in our college;

(2) Seriously organize students to study the various regulations formulated in our school internship, determine the time arrangement and steps, clarify the requirements of the internship unit and the internship

report, introduce the situation of the internship unit and the matters that should be paid attention to in the internship, and announce the internship discipline;

(3) Determine the position and number of personnel of the internship unit;

(4) Do a good job of statistics on interns, organize and standardize filling in forms;

(5) Provide personal accident insurance for students and do a physical examination;

(6) Make a pre-internship mobilization meeting and parent meeting;

(7) Contact the company to check the number of employee and determine the interview time;

(8) Receiving the employer and signing the agreement.

7.3.2 Implementation Stage of Internship Project

Admissions, Internship and Employment Office responsible for formulating internship work plans and determining the content of internship professional guidance, responsible for the organization and management of each link of the internship teaching, the specific content of the work, and the specific arrangements for the internship, responsible for the formulation of the internship plan, do a good job in the organization of the internship, manage the students in the internship process, and assist in the ideological and political work of the intern students.

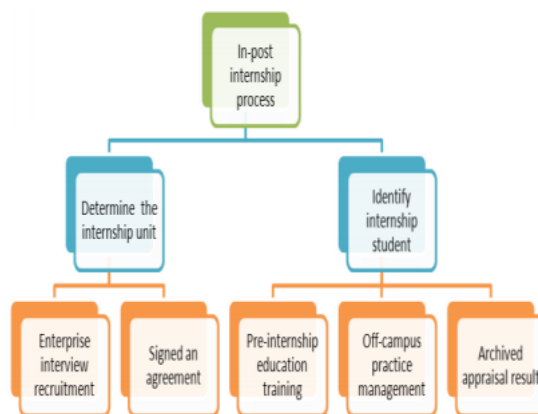


Figure 6 Schematic diagram of in-post internship process

(1) Principles of internship work

In principle, the internship work guarantees that students will conduct internships within the scope of their majors. If the professional requirements of the intern students cannot be met, the intern students should obey the unified arrangement.^[5] In the case of students obey the arrangement and management, ensure their personal and property safety.

(2) Internship method

The school uniformly arranges students to various relevant internship locations, and the school recommends internship units for students, and the on-the-job internship lasts for one year. In principle, students should insist on on-the-job internships and no changes will be given.

(3) Organization of the internship

① The qualification certification for the internship of the students before the internship.

② Do a good job in the education and training of internship students before internship.

③ The management of students' internships, including professional course guidance according to the needs of internships; The extensive information exchanges with various internship units, to assist in properly solving problems in the internship.

④ Responsible for the daily work of on-post internship, and make overall arrangements for the sending and receiving of on-post intern students to the internship unit and other related work. Do a good job in the ideological work of intern students.

⑤ Sign the internship agreement.

⑥ Selection and assignment of teachers to do a good job in the selection and management of internship instructors

⑦ Carefully do a good job in the conduct evaluation and internship performance assessment of the internship students in the internship unit, and do a good job of filling relevant materials of the internship students.

⑧ Supervise the internship unit to do a good job in the appraisal of the internship students and do a good job in the receipt and filing of the "Internship Appraisal Form" and the "Internship Report" of the students.

7.4 Project Implementation Control

The specific project implementation control has the following table 6-5 content.

Table 6-5 Implementation Control of Internship Projects

1. Internship mobilization	(1) Organize students from various departments to conduct internship mobilization and guidance education, learn internship policies and systems ; (2) Understand the employment situation, entrepreneurial spirit, organizational discipline, interpersonal relations, obedience to distribution, public relations awareness, etc. ; (3) Deploy internship tasks, "To Students A letter from parents and internship units" ; (4) Actively do a good job of ideological and political education for students before internship, so that students are well prepared for internship skills and psychological preparation.
2. Contact the internship unit	the Employment Guidance Office contact and assess the qualifications, positions, and employment needs of the internship unit
3. Publish information	The Employment Guidance Office communicates the internship information through the campus network and the school publicity column, and informs each department by phone
4. Review and recommendation of each department	After the teachers in charge of each department communicate to the head teacher of the employment class, they will review whether the students meet the internship recommendation conditions and submit the qualified list to the Employment Guidance Office.
5. Pattern training	According to the needs of internship units and internship positions, the Employment Guidance Office and various departments conduct interview training for students.
6. Organize an interview	An enterprise employment briefing meeting was held, and students participated in the internship test, and after the test, the Employment Guidance Office issued the list of internships to each department.
7. Sign the agreement	Students fill in the "Internship Registration Form" and sign the "Student Internship Safety Agreement" before the internship, and the internship instructor will conduct safety education and internship guidance for the students.
8. Internship management	(1) Identify the instructor for the internship: 1 internship unit with less than 10 people, the head teacher is responsible for the internship management; schools with more than 10 people and each system assign a special person to be responsible for it ; (2) The intern or the intern instructor shall issue a "Graduate Internship (Employment) Certificate" to the internship unit and return it to the Employment Guidance Office for filing at the end of the semester ; (3) Regularly contact the students, fill in the "Tracking Investigation Documentary", and check the students to complete the internship task.
9. Internship assessment	(1) Every semester, the head teacher (internship instructor) scores the students' internship and academic assessment ; (2) At the end of each semester, or after the end of the internship, students fill in the "Internship Report" as the semester's internship (graduation) score.

7.4.1 Selection of Internship Unit

When determining the unit, the university must send special personnel to the unit to inspect the nature of the unit, whether there is qualification, staff food, dormitory accommodation enterprise culture, the ability of students to accept the internship and whether to improve the students' major, and make a specific analysis, which is very important, related to the success or failure of the entire internship.

7.4.2 Determine the Management of Internship Units

In the selected units, the practice unit is not required to arrange students to practice commercial entertainment positions. After the internship students arrive at their posts, the company will assign each student a teacher to teach them skills and learn rules and regulations. The company will also be responsible for solving some problems in students' life.

7.4.3 Management of Production Safety

In the process of enterprise practice, students shall not be allowed to engage in radioactive, high toxic, high altitude, underground, inflammable and explosive, the fourth level of physical labor intensity stipulated by the state and other safety hazards. After arriving at the enterprise, do not immediately arrange students to take up posts to prevent personal safety and health, and the enterprise shall not arrange students to take up posts for more than 8 hours a day.

7.4.4 Institutionalized Management

The management system of on-the-job internship program of a university in Fujian has been established, and various indicators have been refined to help students develop good professional awareness and work attitude.

7.4.5 Risk Management

A large number of students will go to the production line to carry out on-the-job internships and teaching practice activities, so as to ensure that all students are insured, and the insurance should be fully guaranteed, and internship liability insurance will be insured for the students participating in the on-job internship in a timely manner. In view of the low age of school intern students, little practical work experience, and off-site internships, the school has established a vocational school student internship risk management mechanism, established a school student internship risk management leadership group, and determined that the principal is the first person responsible for student internship risk management.^[11]

7.5 Project Assessment and Evaluation

The main work of the final stage of the internship project of a university in Fujian is the various standard assessments of students and the assessment and evaluation of the internship management project by schools and enterprises in the project participants.

7.5.1 Project Assessment

Student internship assessment is the most effective way to regulate the management of student internship projects. The assessment system has the following aspects:

(1)Assessment content of internship project

In-post internship projects include student internship appraisal, compliance with school and corporate rules and regulations, rental norms, stability of internship units, internship evaluation feedback, and final internship results, etc.^[12]

(2)Appraisal mechanism for internship projects

The appraisal level of the internship project is divided into four categories: excellent, good, qualified, and unqualified. The assessment and evaluation can be carried out through the content and information from the specific implementation form below.

(3)Internship report and summary

①At the end of the internship, students should write a post internship report, which will be signed and confirmed by the intern student.②The internship unit will appraise and sign the students' internship.

(4)Organizing and filing internship materials

After the internship, the student internship materials should be collected by the instructor and submitted to the Admissions and Internship Office for archiving. The internship materials mainly include: ① Internship appraisal certificate; ② Internship report; ③ Other information.

7.5.2 Project Evaluation

(1)Statistical Analysis of Questionnaire Survey

Focusing on the evaluation of the entire project, when the internship project was completed, the school conducted a second questionnaire survey of the participants in the enterprise, school management, and students, regarding the satisfaction of the preparation phase and the implementation of the project management phase of the internship project.^[13]

(2)Project Evaluation Plan

It mainly includes the following:

First, the response level assessment. Participants

from schools, companies, and students evaluate this project.

Second, the learning level assessment. According to the content of the internship project of a university in Fujian, students will be assessed in stages, which will be completed jointly by the school and the enterprise.

Third, the behavioral level assessment. Mainly in view of the characteristics of many emergencies in the internship project, qualitative analysis was adopted during the implementation of this project. The system organizes and compiles cases so that school managers, business managers and students can study together to develop solutions and take measures to prevent similar incidents to achieve the effect of alert" ^[14]. Improve project control on this basis.

Fourth, performance level evaluation. This project established various rules and regulations for the internship of an applied university in Fujian Province, and promoted the effect of the internship project through the various rules and regulations and evaluation standards of school internships ^[15]. At the end of the project, students should have an internship appraisal form and a performance evaluation angle to measure this project. ^[16]

The internship management project of a university in Fujian started from March 13, 2020 to June 20, 2021. For those who participated in this project, although it took a long time, the operation is difficult and difficult, but they have learned a lot of projects. Management knowledge. ^[17] During the implementation of the project, they discussed working methods with each other, which can learn a lot of valuable work experience and methods for each participant, and the school's team awareness has been strengthened. ^[18]

As a matter of fact, it is generally believed by the participants of a university in Fujian students' in-post internship management program in schools, enterprises and students that a process model and effective management mechanism for a university in Fujian students' in-post internship project management has been established from the theoretical level on the basis of project management theory.

8. CONCLUSION

This paper is a study of student in-post internship program in a university in Fujian. Taking the management of student in-post internship in a university in Fujian as the research object, a specific project is implemented for the whole process of student in-post internship in applied university by using the knowledge of project management, and the process, concept and characteristics of internship management are analyzed.

First, project management can be used in the management process of applied university students'

in-post practice. Taking in-post practice management as a specific project, it can greatly improve the management of interns by schools and enterprises.

Second, through the theory and specific case study of this paper, it provides the basic theoretical basis and builds the basic framework and ideas for the management of on-the-job internship in applied university. Form a set of operational system for the management of on-post internship projects in applied university.

Third, applied university students, the author of this paper is exploratory research field work of project management research, and need to perfect place, with the further development of applied undergraduate education in our country and university-enterprise cooperation pattern is increasingly mature, there will be more and more experts and educators pay attention to the subject, and field work of the project management will be increasingly standardized and mature.

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