

# Research on the Student-centered Talent Cultivation in Universities and Colleges

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**Abstract.** The talent cultivation in universities and colleges has been the important component while measuring their scientific research ability, which plays a very significant role in the development of the research-oriented universities. At present, some problems still exist in the talent cultivation in universities and colleges, such as the lack of students-centered training, the lack of innovative training and the lack of the staff's participation, etc. With the guiding ideology of human being's all-round development, this paper puts forward the student-centered training philosophy of the talent cultivation in universities and colleges, analyzes the solutions to solve the above problems from three dimensions, named philosophy, education and research. It is of great significance in the management innovation of the talent cultivation in universities and colleges.

## The Current Situation of the Talent Cultivation in Universities and Colleges

**The unbalance between the talent training quality and the individual's development level.** The talent cultivation is one of the most important tasks in universities and colleges. The improvement of the training quality is the eternal theme of higher education. To improve the quality of the talent training is the overall requirement for all the domestic universities and colleges. The current standards only include the specific macroeconomic indicators of different colleges, the stepwise indexes, such as the training objective, the rate of overseas studying, the employment rate stage, as well as the long-term indexes, such as the alumni reputation, the academic influence, etc. However, the microcosmic indexes that reflect the level of individual development are not involved. This resulted in the phenomenon that the universities' talent training quality is only related to its overall development instead of the students' individual development, which will cause the status confusion between the realistic individual and the subject. Within this kind of training system, the students will lack initiative. Therefore, the training of qualified talents has become a unilateral work of the teachers and administrative staff in the past. The students only passively participate in it, lacking enthusiasm and initiative.

**The significant gap between the talent cultivation mechanism reform and the requirements of top-level innovative talents.** The fundamental purpose of improving the quality of higher education is to cultivate a large number of top-notch innovative talents. At present, there are many reforms of the talent cultivation, such as the discipline construction, the teachers' team construction, the training of the talents' innovative ability and so on. The education departments at all levels and universities and colleges have issued many policies and given enough financial supporting in these aspects. However, the researches and the reforms of the students' self-construction which is directly related to the above elements' effective functions in the process of the talent cultivation is not enough, which requires more attention.

**The contradiction between the education philosophy and the students' personality development.** For a long time, China's universities and colleges advocate the principle of teaching for education, managing for education, servicing for education. However, due to the unclear job requirements and responsibilities, the staff's education consciousness is not strong enough, as well as their cooperation. Some cadres, teachers and logistical staff suppose that the students' personality development belongs to the management of the student work department and the counselors. They are not responsible to the students' personality development. In addition, the students have higher

requirements of hardware conditions, such as the campus environment and the infrastructures, as well as the software conditions, such as the campus culture, the teachers' level and the logistics quality and so on. And the students' unique personality development also requires the prerequisite for the protection and regulation of the talent cultivation.

### **The Student-centered Philosophy of Talent Cultivation in Universities and Colleges**

The student-centered philosophy of talent cultivation in universities and colleges is to regard the students as the main subjects in cultivating talents and to meet the people's demands in many aspects through practices to ultimately achieve the students' all-round development.

**The affirmation of the main role of the students in the development of talent cultivation in universities and colleges.** It not only emphasizes the objective position in the process of the development of talent cultivation in universities and colleges, but also emphasizes the main role of people in the process of cultivating talents. Emphasizing the subjectivity of people in the talent cultivation and setting up the principle of management for the people will encourage the staff in universities to work hard and promote the schools' teaching and research level, which is very important to their further development. Fundamentally speaking, the overall improvement of the universities and colleges is to release the workers of talent cultivation from all bondages, establish their historical subject status, train the students' consciousness of subject and promote the students' subjectivity.

**A kind of value orientation based on the working concept of “student”** . It emphasizes that the training of talents in universities and colleges should abide by the basic value orientation of respecting students, liberating students and shaping students. Respecting for students is to respect the students' social values and individual values and respect the students at different levels include their demands of independent personality, scientific research, ability differences and personal development. Liberating the students refers to the talent cultivation should continue to break through all the system that restraints the students' potential and ability. Shaping the students is to regard the students as the main subject of right and responsibility in the talent cultivation of universities and colleges. That is, in terms of the relationship between the students and the nature, we need to improve the students' learning ability and living environment. In terms of the students' social relations, we need to promote the students' all-round development, respect and care their requirements of humanity development and make it beneficial for all the students. In terms of the relation between people and people, we need to emphasize the students' justice. In terms of the relationship between people and themselves, we need to respect for the students' legitimate rights, the differences between them, their personality and independent personality and constantly meet their basic requirements.

**A kind of thinking mode measured by “students”** . It requires us that while analyzing, thinking and solving the problems of the talent cultivation in universities and colleges, we should not only adhere to the objective and rational evaluation scale, but also establish and use the scale of people. We need to focus on the students' survival and development, pay attention to their universality and generality, common human nature and individual personality and help them to establish their independent consciousness of responsibility. In addition, we need to improve the incentive system, especially the establishment and improvement of relevant incentive system and mechanism. It has been proved in the practice that the system can not only play the role of constraints, but also can play a role in stimulation and promotion. Sound and perfect institutional structure and scientific and reasonable system design can fully mobilize the students' enthusiasm, stimulate their motivation, improve the efficiency of talent cultivation in universities and colleges, which will finally achieve the organizational goals.

## **The Innovation Dimension of the Student-centered Talent Cultivation in Universities and Colleges**

The cultivation of talents in universities and colleges is the process of cultivating and managing the students. The idea of “people's all round development” plays an important role in the innovation of talents cultivation in universities and colleges, which is mainly embodied in the three dimensions, namely philosophy, education and research.

**To firmly establish the student-centered philosophy and keep advanced with the times in the transformation of the talent cultivation philosophy in universities and colleges.** Human is the main subject of social practice. Therefore, the main subject of talent cultivation in universities and colleges should be the students. All kinds of talent cultivation and assessment mechanism is only a means of activities, rather than the purpose of the whole practical activities. The talent cultivation managers in universities and colleges should fully understand their own responsibilities and strengthen the philosophy of reform and innovation. They should be good at working with the actual needs of the new situation, solving new problems and coming up with new solutions. The existing experience should not limit their attitudes and behaviors. For the universities and colleges, the talent cultivation mechanism, the management functions and the management rules and regulations need to be established. And the management should be standardized and institutionalized. However, instead of being immutable, the rules and regulations should be based on the need for timely adjustment. And after the adjustment, the rules and regulations will be transparent, which will be conscientiously implemented. For the managerial personnel of talent cultivation, they should be fully aware of the status of the students' subjectivity while cultivating talents in universities and colleges, uphold the philosophy of student-centered talent cultivation, implement the service management and always remind themselves that they should be motivate to provide perfect service for the students. Thus, the universities and colleges will make the students sense their dominant position, actively participate in the school talent cultivation and form the positive interaction between the school leaders and the students during the talent cultivation in universities and colleges.

**To make the best use of training and to enhance the workers' overall theoretical accomplishment during talent cultivation in universities and colleges.** Talent cultivation in universities and colleges cannot be separated from the means of learning and training. In the face of the continuous development of the knowledge and information, the talent cultivation in universities and colleges is not only a kind of transactional work, it should become the motivation of incentive learning. The schools should encourage the talents to actively participate in in-service education with an intention of promoting their education, support them to strengthen the reverent business skills and orderly arrange the workers managing teaching to participate in various cultivation and learning activities. Talent cultivation in universities and colleges is a specialized and professional work. They have specialized cultivation and training, as well as specialized and professional knowledge. They are competent in talent cultivation.

The universities and colleges should carry out the systematic training among the management workers and strengthen the education managers' training. The training should be targeted, effective and practical. They should pay attention to the update of the experience and knowledge, so that the education managers can grasp and use the latest research achievements and improve their professional ability and quality. While studying the relevant knowledge and theories required by the job, they will constantly improve their professional level and quality. First of all, the talents should learn the knowledge and theory of pedagogy, especially those of education management, school management and educational management, so that they can grasp the law of education and follow the law of education, which is the prerequisite and foundation in education management. Secondly, the talents should learn the knowledge and theory of management. They should further understand the scientific management theory, administrative theory, leadership theory, motivation theory, contingency theory, decision theory, modern management theory and so on. They should comprehensively apply these theories to consolidate their knowledge and theory of educational

management and constantly improve their ability and level of education management. Finally, the talents should learn the knowledge and theory of psychology. The educational management in universities and colleges is the work of human beings, which involves the interpersonal relations. The universities and colleges should strengthen the knowledge and skill cultivation of information management. The talents of education management should not only understand the professional knowledge of education science, psychology and education management, but also adapt to information management and be able to use the internet.

**The innovative thinking of talent cultivation in universities and colleges.** In the talent cultivation in universities and colleges, there are many problems. For instance, how to deal with the relationship between the students' independent researches and the research teams'; how to deal with the relationship between the quantity and quality of the students' evaluation results; how to establish the evaluation criteria and evaluation mechanism of quantity and quality; how to adhere to the students-centered evaluation management system; how to maximally mobilize the students' enthusiasm and initiative; how to establish the students' academic evaluation of the objective and reasonable scientific research standards. All these are related to the adaption of the current cross disciplines, the art-science interaction and the academic development pattern of government-enterprise-school, which remains to be cultivated in the talent cultivation in universities and colleges with scientific research methods.

We should adhere to the student-centered principle to carry out the work of talent cultivation in universities and colleges, change the traditional administrative management mode and make the students active. The workers of talent cultivation and education management should actively promote their consciousness of service and make the students change their attitude to learning and be more active to learn. Only the workers of talent cultivation and education management enhance their service consciousness, the talent cultivation in universities and colleges will be well done. Only the students' consciousness has been improved, the universities' talent cultivation will find out the main subject. The universities and colleges should adhere to the principle of all for cultivating talents and servicing talents and find out the service methods in universities and colleges. We should also strengthen the construction of management culture in the talent cultivation in universities and colleges, form the environment and atmosphere of cultural education, promote the innovation philosophy of talent cultivation, improve their theoretical knowledge and strengthen the service consciousness and spirit to serve the development of education, teachers and students. Therefore, the student-centered coordinated development of the talent cultivation in universities and colleges will be achieved.

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