

## **Analysis of the Restricted Factors in the Function of College student Village Official in Yunnan Minority Areas**

Yunhong Gong<sup>1, a</sup>, Mengling Zhang<sup>1, b</sup>, Zhou Jincheng<sup>1, c</sup>

<sup>1</sup> Qujing Normal University, Qujing, Yunnan, 655011

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**Abstract.** The selection of outstanding college students to the rural grassroots work, that is, "college student village program", is the 2005 Central Committee of the Communist Party of China, the State Council issued "on the guidance and encourage college graduates for grassroots employment implementation of the views" to accelerate the new socialist Another major decision on rural construction. Facing the dilemma of the shortage of talents in the ethnic areas of Yunnan border, college students' village officials are increasingly becoming new forces in the construction of new countryside. In order to comprehensively understand and master their work, life, study, psychology, satisfaction and other aspects of the specific circumstances, crack the work of college students in the village of the problems, so as to formulate relevant policies to provide realistic basic survey data, specially carried out Yunnan ethnic minorities An Investigation on the Restrictive Factors of the Role Played by the Village Officials in the Region.

### **Introduction**

**Personal Concept.** (1) Ideas are misunderstanding, employment expectations are high. Yunnan ethnic minority areas of the village most of the local from Yunnan, due to the impact of family economic poverty and the concept of traditional elite higher education, a large part of the students still think that they are still favored, a graduate can find a good job, And their own understanding is not enough, the expectations of employment is generally too high, although many graduates are born in rural areas do not want to go deep grassroots, but do not want to Yunnan ethnic minorities less developed areas or remote rural areas. And the village students do not want to work hard in the rural areas, and more tend to civilian class, management class work, which directly affects the number of students in Yunnan to a small number of areas. College students own service awareness is weak, in the service grassroots work is not deep enough, really serve the masses want to do practical things for the masses of the concept is not strong.

College students village official "springboard mentality". The main reason for choosing to be the "village official" is to place the place of work as a temporary "gold-plated" place (see Figure 6) for the foundation of politics. Most of the college students in the village of Yunnan that the conditions of ethnic minority areas, their own will not continue to leave after the expiration of work, just want to take the platform of college students for the future accumulation of human resources and rich political experience, they lead to work It is not at ease, not practical, work attitude is not correct, when faced with the actual need to solve the difficulties and setbacks will not be dedicated to solve, always procrastination, perfunctory. Wenshan Zhuang and Miao Autonomous Prefecture, a total of 960 villages, according to the Yunnan Provincial Party Committee unified deployment, since 2008, a total of 1379 college students were elected village officials, as of now in the post college students 533 village, the specific direction shown in Table 2. This shows that Yunnan minority areas of college students in a considerable part of the village officials as a job to seek a better career transition work.

College students lack the spirit of hardship. Yunnan Province is a poor province, the province's 84% of the land is the plateau, complex terrain, mountain high road insurance, living conditions are extremely bad. Traffic and power facilities are extremely simple, in this natural conditions to carry out the construction of communication facilities, not only high cost, the maintenance of facilities is also very difficult, so the communication is often impossible to achieve smooth; to mountainous areas, fresh water Yunnan Province, drought is a long and widespread phenomenon. Especially in

Chuxiong as an example, water supply and drinking water become a problem; terrain of the steep and remote, poor living conditions, the economic level of backwardness, daily necessities and supplies of medical supplies a serious shortage. The college students of the college students face the good conditions of college life and Yunnan minority mountainous areas of the barren, backward formation of the huge contrast, often unable to adapt to the hard environment, the vast majority of college students village self-pity, the attitude of the work Negative loose.

**Personal Ability.** Lack of personal work experience. College students and the villagers of the local people's ideas and differences, in communication with the villagers is difficult to reach a consensus with it, work difficult, coupled with the majority of college students do not have the relevant work experience, in the face of complex practical work , Can not be used to learn their own knowledge to the actual work, as shown in Figure 8 is a minority area of college students village officials difficult to carry out the investigation, which "ability, experience and lack of experience" is the most important factor. Zhang Xuefeng college students in Hongping County Jinping County Yongping village office, in the rural subsistence allowances, poverty alleviation materials, such as the work, because the villagers are each other comparisons, causing disputes, also encountered villagers petition. Zhang Xuefeng face such problems in the work, she can not solve the problem, I do not know how to start.

Weak language communication skills. Yunnan Province, a number of natural villages to ethnic minorities, with its independent language and text, part of the "college student village officials" will only speak Mandarin, learning and mastery of ethnic minority language ability is weak, not good at communicating with local villagers. Most of the villagers in ethnic minority areas are old and poor in education, and only a few of them will speak Chinese (as shown in Table 3). According to the survey data show that the ethnic minority population in Yunnan Province, about 6.5 million people in the region unreasonable or basic unreasonable Chinese. Therefore, this part of the college student village officials can not be integrated into the villagers, with the local villagers daily communication difficulties, can not hear the voice of the masses and hope is not conducive to the daily work of the problem.

## **Policy Factors**

**Incentive Mechanism.** Low pay treatment, restricting the work of enthusiasm. It is understood that the vast majority of college students village officials are not satisfied with the current treatment, generally reflect the income meager. For poor Yunnan ethnic minority areas, especially for remote villages of college students village officials, their income in the face of today's rapidly rising prices, deducting living expenses almost no remaining transportation costs. And most college student village officials have shown that low wages and benefits is one of the main reasons why they can not bring about positive work.

Identity embarrassing, non-official non-agricultural. "On the selection of college graduates to the village of the work of the views of" provisions: "The selection of college graduates is a party member of the Communist Party of China, the general arrangements for the village committee assistant director, is the Communist Youth League, may arrange concurrently village group secretary Deputy secretary duties."[5] its specific job responsibilities did not give a clear positioning, the corresponding authority in the village is also limited. In the province of ethnic minorities gathered in the grassroots majority of college students village officials hope that through their own knowledge and efforts can change the rural economy behind the status quo, to achieve the value of self. But when they go deep into the countryside after the discovery of their embarrassing identity "non-official non-agricultural" (neither the staff of the staff, nor the civil service) no real power, so that they face the complex rural situation can not start full of blood and ambition on their own The role of doubt.

The follow-up employment mechanism is weak. After the expiration of the problem has been the national college students are very concerned about the problem. Yunnan ethnic minority areas college students are particularly worried about the village, because the working conditions are hard, if you continue to stay, the government can not give its stable conditions of stay. If the other way

out, Yunnan ethnic minority areas have their limitations and can not play ambitions. As shown in Figure 9, most of the village officials after the expiration of most of the choice of civil servants or institutions, but there is no relevant policy so that the outstanding college students directly to civil servants or directly to the public institutions. Can not solve the problem of fate, college students in the office during the office will find ways to find another way, so the village government plans to Yunnan economic development effect will be greatly reduced.

**Assessment Mechanism.** The scope of work is not clear, can not play a personal advantage. In-service college students village officials there are two kinds of phenomena: First, what work is done, the job is not clear, and the work of trivial, college students can only find their own village; the second is not doing their own work. Such as the existence of "borrowing" phenomenon, the higher authorities to borrow the village officials to do other work, and some even just to be a "tea", and thus lost the meaning of the existence of college students village officials. These two phenomena are derived from the absence of a clear definition of the work, so that college students can not really play the village officials should be in the ethnic minority villages should play a role. Work should be defined clearly should be the prerequisite for the assessment system, college students village officials, and even ethnic minority local governments, townships, village committees, if from the management department to the village officials themselves, do not know what the college students do this post Work, then it can not establish or improve the assessment system.

Personnel assessment is not perfect, college students village officials loose. Personnel assessment, including moral cultivation, operational capacity, hard work, work performance, clean government and other aspects of the assessment. But in the minority areas as village officials, and there is no perfect management system. The working environment is more relaxed and casual, day-to-day management is relatively loose. So part of the college student village officials will have inertia, "lazy slippery", there will not work on time, not according to the amount of time to complete the task, spend too much time to do their own private things and other undesirable phenomena, and no villagers daily problems the solution plays a substantive role.

Weak performance appraisal, college students village work enthusiasm is low. The purpose of the performance appraisal mechanism is to promote the positive role of the college student village team, Yunnan Province, the introduction of new college students village level performance appraisal incentives, clearly defined by 300 yuan per person per month per person per year 3600 yuan base of college students village officials Perform performance awards. [8] However, low performance reward for college students play an active role in the village officials can not play a significant effect, the attitude of college students did not significantly improve. At present for college students village performance appraisal method is not perfect, there is no direct and effective to promote college students to play the enthusiasm of the village.

**Platform of appeal.** Appeal platform is imperfect. Students in the minority areas during the tenure, due to religion, customs, working environment and other reasons will encounter many difficulties and problems. For the implementation of the policy, but also have their own views and ideas. At this time often want to reflect and the higher level, the need for higher authorities to give Q & A or some help. But the reality is that there is no department to collect and deal with the problems reflected in the village officials of ethnic minority areas. The current college students village officials appeal channel narrow, the village officials mainly through the following ways to express their own demands: letters, network forum, petition and so on. On the one hand, these methods can not pass on the demands of college students' village officials to the higher authorities, nor is it beneficial to the higher authorities to conduct a comprehensive analysis of the problems encountered by the village officials in the ethnic minority areas, and can not solve these problems. problem. On the other hand, college students village officials on the Internet to speak, if improper remarks, will cause bad public opinion, will affect the image of college students village group. In general, college students village officials who demand no problems, difficulties are not resolved, it will restrict the village government policy in the minority areas to play a positive.

## Other Factors

Regional distribution of talent is uneven. Famous university graduates, as well as high-quality undergraduate and above, are often more willing to economically developed areas to seek development, rather than to the economic development of backward, difficult conditions of ethnic minority areas. And their own quality of college graduates in general, due to practical considerations, that their children apply for ethnic minorities are more likely to be admitted, so more inclined to the economy behind the minority areas. This reason leads to the uneven distribution of talent in the region, the economically developed areas of human resources, to absorb high-quality talent is also more, and the shortage of high-quality talent in the minority areas can not be absorbed, which is not conducive to the development of ethnic minority areas. Through the map we have come to the city of Yunnan Province, the city of the village officials to register the heat to follow the economically developed areas higher than the minority areas, favorable conditions in areas higher than the difficult conditions, contemporary college students in college learning has adapted to a good life Conditions, it is difficult to work in a difficult environment, Figure 10 can clearly reflect the minority areas of Yunnan Province, the number of college students in the village is far lower than the Yunnan Province, the more economically developed areas and non-minority areas.

Minority areas have the diversity and complexity of folk beliefs. First, ethnic minority areas have their own unique national customs and customs, many college students from the non-ethnic minority areas, not suited to local living habits and national customs, in the course of the work may be in conflict with ethnic minority villagers. For example: in the Xishuangbanna Dai, taboo outsiders riding, catch cattle, pick the burden and hair disheveled into the stockade; how to visit, into the Dai bamboo house, to the shoes off the door. In the event of quarrels and conflicts, will make the work of the village is difficult to carry on, leading to the villagers on the village student village "trust crisis"; second, some ethnic minority areas have religious groups, have their own religious beliefs, Of the work touched on religious issues, religious issues are a problem that can not be ignored, poor handling will have a bad impact, religious people will completely contradict the village officials. For example: in Diqing state, is a Tibetan settlements, generally believe in Tibetan Buddhism, in the local temple, can not take pictures, can not touch the Buddha and so on.

Living conditions hard, psychological gap. In recent years, Yunnan provincial government attaches great importance to the improvement of higher education conditions. Invested 15 billion yuan to build a new district of Chenggong University, more than 12 billion yuan investment in the construction of 12 regional vocational education park, the current seven have been put into use, five are accelerating the construction of a number of municipal institutions also made significant progress. The school's overall appearance has undergone enormous changes, many schools have become landmarks and scenery. School office conditions, school conditions have been greatly improved, according to statistics, students have the highest area of the school reached 0.921 acres, the average construction area of the school building reached 192.76 square meters. [10] Therefore, college students living conditions in school comfortable, only from the school to the poor minority areas in office, hard and unfamiliar environment and school living conditions compared to the gap, resulting in a huge psychological gap. And the face of tedious work, no friends, low mood, no one can talk, resulting in poor face in the face of work, no enthusiasm for work. Wenshan Prefecture Qiubei County deserted the village belongs to the alpine mountain area, its own natural conditions are more difficult, Zhang Juncai served as director of the village committee during his life conditions are also very difficult. She had said that her rural life without the hustle and bustle of the city, life alone can only listen to the wind and dog sounds, often alone in the village committee, the heart often with fear of feelings and feel sad lost.

How to take effective measures to eliminate the above factors that affect the role of college students in the ethnic minority areas of Yunnan is the key to give full play to the positive role of college student village officials in Yunnan, hoping that the government should solve the mechanism as soon as possible.

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