

A Report on the Status of Counselors' Career Survival in Private Universities

Taking Wuhan Technology and Business University as an Example

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II BASIC RESEARCH METHODS AND IDEAS

Abstract: the survey carried out an investigation and analysis on the management mechanism, development and promotion of counselors, and the professional experience of counselors in 58 of Wuhan Technology and Business University. The study uses the combination of qualitative and quantitative, questionnaire and depth interviews. And the open questionnaire is designed to get a more comprehensive and objective understanding of the real status of career survival of grassroots counselors. Through the empirical research, it shows that, the status of counselors in Wuhan Technology and Business University is in a medium level at present, In view of the current situation of the poor survival status of the counselors, it is proposed to establish a scientific management mechanism, improve their professional ability and quality, and cultivate their inner professionalism. In order to achieve spirited status of counselors in private universities, it is important to create a win-win situation for private universities and counselors.

Keywords: Private university counselor; Occupational Survival; Influence factors; Path of improvement

I INTRODUCTION

With the development of higher education, more and more attention is focused on the quality training and ability improvement of counselors. There are few studies on the experience and survival of the counselor's own professional life. As the main force of college students' work, the status of counselor's career has a great influence on the cultivation quality of college students, the improvement of counselor's own professional ability and the development level of private universities. Therefore, the survival status of the counselors is a fundamental problem that needs urgent attention. In particular, private universities' quality should be further improved, and the excellent team of counselors is a key factor in ensuring their efficient operation. Based on the above considerations, the author intends to use the Wuhan Technology and Business University, a private university in which I have been working for six years after graduation from graduate school, as the first person's point of view. The state of counselors in private universities was investigated by using the original lens of personal hearing, and feeling to restore the existence of the counselors in private universities. It is expected to serve as a base for promoting the construction of counselors' teams in private universities.

In this paper, the study of survival status is a case study, which uses the combination of qualitative and quantitative, questionnaire and depth interviews. The counselors in Wuhan Technology and Business University are the main research object, and the open questionnaire is designed for the managers of counselors and counselor's academic leaders and others. The group is expected to conduct an in-depth interview to get a more comprehensive and objective understanding of the real status of career survival of grassroots counselors. The paper also analyzed and attributed the improvement.

On the basis of the combination of literature research and theory and practical work, a questionnaire on the survival status of counselors in private universities was compiled. The questionnaire consists of three main sections: (1) a survey on the management mechanism of counselors, including daily management, salary treatment, examination mechanism, incentive mechanism, etc.(2) a survey on the development and promotion of counselors: mainly including the competence, professional promotion, development space, promotion channels, etc.(3) a survey on the career experience of counselors, including interpersonal relationships, professional recognition, career experience, career planning, etc.

The questionnaire used a five-component table method, 1 = very nonconformists, 2 = basic nonconformists, 3 = unclear, 4 = basic conformists, 5 = very consistent.

The survey was carried out face-to-face, with a total of 61 points in the questionnaire and 58 valid questionnaires recovered, with an effective recovery rate of 95%.The sample base is shown in table 1.

TABLE I. TABLE 1: BASIC SAMPLE STATISTICS

	Category	sample	scale
Gender	man	16	27.59%
	woman	42	72.41%
Age structure	30 years old and under	19	32.76%
	31 to 35 years old	27	46.55%
	36 to 40 years old	10	17.24%

	41 and above	2	3.45%
Academic structure	Junior college and below	2	3.45%
	Undergraduate course	27	46.55%
	Graduate student	29	50%
	Doctor and above	0	0.00%
Title	Structure assistant	28	48.28%
	Lecturer	30	51.72%
	Associate professor	0	0.00%
	Professor	0	0.00%
Total		58	100%

III FINDINGS AND ANALYSIS

A. Management mechanism of counselors

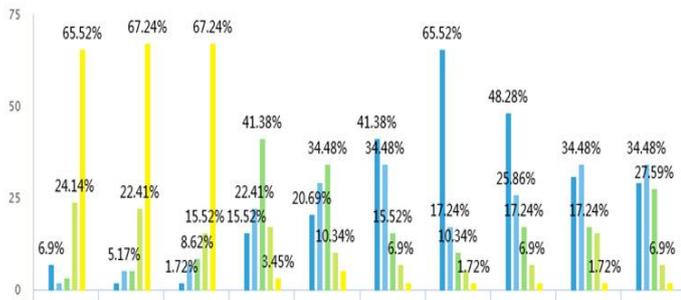


Fig. 1 illustration of the consultant management mechanism survey

The survey showed that in the daily management aspect, 65.52% of the counselors thought that the daily management is strict. In the management mechanism such as examination and encouragement, the percentage that expresses dissatisfaction is more than half, occupy 65.51%, 63.79% respectively. In terms of wages, benefits and \the degree of satisfaction showed "very inconsistent" and "basic non-conformists", accounting for 65.52% and 48.28% respectively. 51.72% of the counselor's salary is from 3000 to 3001 Yuan, 36.21% is from 3001 to 4000 Yuan, and 5001 Yuan and above account for 0.86.21% of the counselors were married, and 62% of the married counselors had children, of whom 38.46% had either a second child or a second child plan. In a society where prices are rising year by year, there are groups of counselors with high economic pressure. In an in-depth interview, counselor Z said that as social people, counselors in private universities will inevitably compare their work with their remuneration with those in public universities and out-of-school enterprises [1].

In the interview, most of the counselors mentioned that they should be assessed by the department of student affairs every month. The basic conditions for passing the examination are at least 16 classes visits per month, 16

dormitories visits, 16 conversations with students at least 16 times, and a weekly weekend class meeting and four clocks out proving being on duty. The department used to check work logs, video monitoring, phone calls, etc. The fails is publicized and will receive point penalty in the examination at the end of the year. In the interview, most of the counselors think that the work of counselors is the work of human beings, many tasks such as ideological and moral education, growth and training, and student emergency cannot be reflected in the work day. And the monitoring and telephone return visits are the embodiment of distrust, which has greatly dampened the counselor's sense of professional comfort and recognition.

According to the survey data, the consultant management mechanism survey is divided into an average of 2.83. On the whole, the counselors in Wuhan Technology and Business University think that the school is strict in the management of them, and they are not satisfied with the management mechanism. To a large extent, it affects the survival status of counselors.

B. Development and promotion of counselors

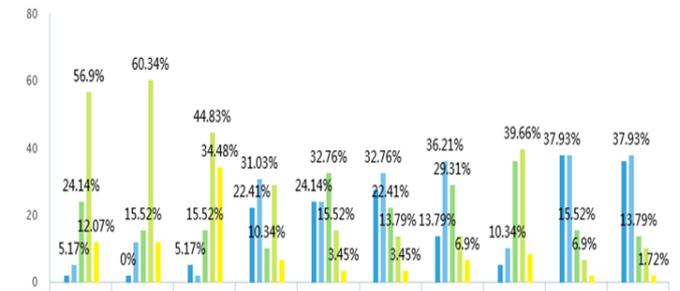


Fig.2 illustration of counselor development and promotion survey

As shown in figure 2, in the quality of counselor ability, 60.34% of the counselors have teacher qualification certificate, psychological counseling certificate, employment guidance certificate and other professional-related qualifications. For counselors who need regular training in political education, mental health education and counseling, crisis response and scientific research, 44.83% and 34.48% of counselors believe that "Basically" and "very much". Space for development, it is thought that there is a lot of room for the development of counselors, "very inconsistent" and "basic non-conformance" at the top two, accounting for 37.93%. On the promotion of professional, Mrs. L pointed out in the interview that assistants should have experience in assessing the titles of instructors, however, such as ideological and political courses are under the responsibility of the teacher of the public foundation department. Psychological and employment courses are handed over to counselor teachers with teaching experience, resulting in the absence of teaching experience for counselors without classes.

According to the data analysis, the counselor's development and promotion survey is divided into an average of 2.9. On the whole, the counselors have the basic core competence and are expected to take part in various training courses on a regular basis. There is no optimism about the career development space and promotion channels of counselors. At the same time, it is also important to note that

the enthusiasm and initiative of the counselors in self-study are insufficient, and only 14.24% counselors spend 1 to 2 hours doing scientific research and academic exchanges every day. It can be seen that the counselor's sense of self-professional growth is not strong enough and needs to be improved.

C. Career experience of counselors

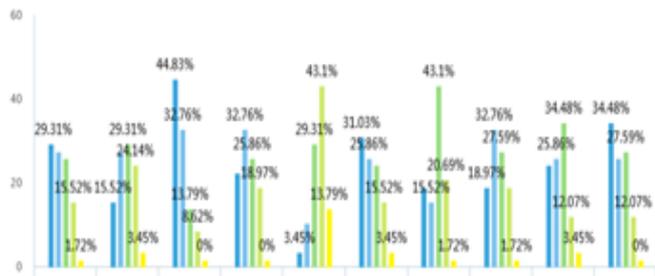


Figure 3 illustration of the counselor's career experience survey

As shown in figure 3, the relationship between the counselors and their leaders and colleagues is harmonious, and the ratio of "basic conformity" is 43.1%, and the ratio of "unclear" is 29.31%, "very incongruous". It shows that the relationship between the counselors and their superiors and colleagues is more harmonious and less troubled by interpersonal problems.

According to identity acceptance, in the social life of their own very proud feeling of the work, said "unclear" accounted for 34.48%, said that "basic non-compliance" and "very inconsistent" accounted for 24.14% and 25.86% respectively."About career planning, even if there are other development opportunities will not consider changing jobs that are considered "very inconsistent" in the first place, 34.48%, "unclear" ratio of 27.59%, "Basic non-conformists" account for 25.86%.

According to the analysis data, the guidance counselor's job experience survey scale is divided into 2.51, overall, no matter the outside support and recognition of the counselor's career, or the counselor's own recognition and pride of the profession are not high. More than half of the counselors said they would consider changing jobs other development if have opportunities. The team of counselors is not feeling well in their careers, and it is easy to affect the status of survival and the level of work input, thus making the team of counselors less stable.

IV ANALYSIS OF FACTORS INFLUENCING THE SURVIVAL STATUS OF COUNSELORS IN PRIVATE UNIVERSITIES

According to the survey and analysis above, the counselors in Wuhan Technology and Business University is currently in poor working condition and is generally at a medium level. The specific factors affecting the survival status of counselors are as follows:

A. Unreasonable management mechanisms for counselors

As the main force in the work of university students, it has a lot of important responsibilities such as education, service

and management of students. In particular, the content of the work of counselors in private universities is complicated, and the extension of work time and space development is strong, the work cycle is long and the results are shapeless. A strict administrative and quantitative management system is not conducive to the formation of positive working mentality and good professional status of counselors. Such as the detailed assessment system for the number of students' class meetings, the number of daily work days and the number of conversations with students, and so on, It is easy to make the counselor tired to deal with the rigid demands of routine work, and it is easy to create the feeling that the work is not trusted, which leads to gradually negative work enthusiasm."The counselor's management system is not sound, the mechanism lacks flexibility, and the management is too extensive," a Secretary of Party General Branch of the secondary school, H said.

B. Limited room for the development of counselors.

At present, the career development of counselors in private universities mainly has two directions: professional title and administrative position. Professional titles assessment is related to scientific research achievements and teaching hours. It is difficult to assess the job title because the counselors are busy with their ideological and political education and daily work, and lack of corresponding academic background and experience. The number of counselors and the number of administrative posts are generally in the state of being too many and too few [2]. A Secretary of Party General Branch of the secondary school, Z, said that "Most of the school counselors are facing career bottleneck, and the promotion system is not reasonable enough". It can be seen that the development space of the counselor is limited and the development path is not smooth [3].

C. Being lack of professional loyalty among counselors

In teaching as the first priority, scientific research is the highest standard in the field of contemporary universities, as an important component of the teaching team and the strength of the education team. Because of lacking of professional and technical work, counselors are often ignored by schools, leaders and even society, and the status is obviously lower than teachers, and there is also a lack of prestige among students. It has resulted in a low level of professional loyalty among counselors, which has greatly reduced the survival status of counselors in private universities.

V STUDY ON THE IMPROVEMENT OF CAREER SURVIVAL STATUS OF COUNSELORS IN PRIVATE UNIVERSITIES

The secretary of the party committee of science and education in Shanghai, pointed out that "If we only emphasize the dedication and stability of the team, instead of really working hard to create a good policy environment, working environment and living environment. It will be an empty talk to strengthen the team of counselors". It is a relatively long process to improve the condition of counselor's career, both universities and counselors need to work together.

A. *Establish a scientific management mechanism for counselors and create a favorable environment for the development of professional survival.*

- School should focus on flexible management [4]. The daily work is complicated and the life pressure is great for the counselors of private universities who are in the first line of students' work. Schools should pay attention to flexible management, people as the center, care about teachers' emotion, and guide counselors from the heart to identify and comply with the system. In the course of daily management, respect is the foundation, understanding is the link, human concern is attached, which turn negative experience of counselors into happy feel, and improve the working condition of counselors in private universities [5].

At the same time, a multiple evaluation system should be established [6]. It is necessary to weigh the proportion of evaluation in mechanical statistics and pay more attention to process evaluation. Such as guiding students' progress after study, life and so on, guiding students' changes after psychological problems [7], and paying attention to scientific research achievements after precipitation of scientific research level [8]. Avoid letting counselors *worry about routine data work.*

- School should set up a smooth promotion platform. It is suggested that the guidance counselor's internal grade system should be established from the first to fifth level according to the theoretical basis, professional ability, work effectiveness and scientific research level of the counselor. Similar with teachers, teaching assistants, lecturers, associate professors, professors and other teacher titles. In this way, even with the limited number of promotion places in party and management posts, they can also get corresponding treatment through their own efforts. To change the situation of lack of smooth promotion of counselor's work, and to improve the professional survival of counselors in private universities.

B. *Improving the counselors' professional ability and accomplishment and increasing the chips for the development of a good working condition*

- Private universities should set up a platform for exchanges and strengthen the training of counselors. In the face of the growing ranks of counselors, private universities can organize the establishment of counselor associations to provide vocational skills training [9], academic exchanges, issue publications. The association will be able to set up a team of learning counselors to promote the exchange of learning and the interaction of thinking among counselors in private universities. At the same time, vocational development and training of counselors should be regularized.

- A counselor should establish a lifelong learning concept and constantly improve his or her professional ability and accomplishment. In the meantime, actively participate in scientific research, and form the theoretical achievements of literary research. And then, efforts should be made to create a bright spot in the work into their own brand [10].

C. *To cultivate the professional spirit within the counselors, and to establish a vision for the development of a good state of professional survival.*

- Private universities should provide environmental protection and create soil for the cultivation of counselors' professionalism [11]. The first, private universities should recognize the importance of counselors. Meantime, providing the necessary material condition guarantee for the counselor is the cornerstone of the cultivation of the counselor's professional spirit. Only by letting the counselors work without the worries of their basic life can they really do their job well and do their job well.
- A counselor should firmly believe the profession is seeking its own value in the ordinary; the counselors are destined not to meet the desire of money and power, but need a kind heart and a firm professional belief, and immerse themselves in education. By loving work and students, to experience the inner joy of the career.

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