

On the Reform of Personnel Training in Colleges and Universities in Hainan

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Abstract

As an important position of personnel training, the fundamental task of colleges and universities is to cultivate high-quality comprehensive talents according to the social demand for talents. With the deepening of education and teaching reform and the implementation of Hainan's economic development strategy, the reform of personnel training in Hainan universities is imperative. This paper analyzes the problems existing in the personnel training of Hainan colleges and universities, discusses the necessity of personnel training reform, and focuses on the ways and methods of personnel training reform in Hainan colleges and universities.

Keywords

Hainan University; personnel training; reform.

1. Introduction

With the deployment and in-depth implementation of the development strategy of Hainan International Tourism Island, new requirements have been put forward for the connotation of talents. The traditional education and teaching mode and talent training strategy of Hainan colleges and universities have been unable to adapt to the social demand for talents in the new era. As far as the current demand for talents is concerned, with the increasing demand for high-level talents, students are not only required to have professional skills and higher theoretical level and innovation ability, but also need to adapt to the development of the times and master the ability of cross language communication, which poses new challenges to the talent training mode of Hainan University[1].

2. The Problems in Personnel Training in Hainan Universities

2.1. The Talent Management System is not Perfect

First of all, the concept of talent management in some colleges and universities is weak, and they do not pay enough attention to the talent management system. In a sense, whether the talent management system is scientific or not is directly related to the speed of talent growth and the retention of talents. At present, the talent management system of some universities is relatively backward, and the management objectives are seriously derailed. On the one hand, the continuous introduction of high-level talents from the outside, on the other hand, can not use effective means to retain talents, resulting in a large number of talent outflow. Secondly, the ability of the trained talents has not been brought into full play, resulting in a large number of idle talents. Blind pursuit of the number of talent training and ignore the "quality" of talent training, in the talent training mode and training philosophy has not done a comprehensive plan. In the process of local talent training, the specialty setting lacks scientificity, rationality and social adaptability. There is a lack of innovation in talent training mode. In the direction of

personnel training, there is a lack of innovative talents, applied talents and comprehensive talents[2].

2.2. The Backwardness of Talent Training Mode

The speed of economic globalization is accelerating, leading to the process of regional integration is also accelerating. The adjustment of resource structure and the transformation of economic growth mode have made great changes in the demand structure of talents in Hainan. In the context of the development of international tourism island, the social demand for innovative talents, applied talents and comprehensive talents is gradually increasing. In the face of changing forms, Hainan Province, as a new city, has relatively lack of experience in running schools, and is still in the stage of continuous exploration in personnel training mode, and there are deficiencies in the concept and experience of talent training. In the process of rapid economic development and changing social environment, it is unable to keep up with the pace of the times, and lacks the spirit of innovation in the face of unprecedented opportunities and challenges. The personnel training mode of colleges and universities does not match with the talent demand of various industries in society. In order to carry out innovative reform, the traditional talent training mode is still used, and there is a lack of mature talent training path that can adapt to the current development form of Hainan[3-4]

2.3. The Talent Training Goal does not Match Hainan's Development Strategy

In addition to Hainan University, most of the colleges and universities in Hainan are local colleges and universities, which mainly serve the local economic development and provide high-quality professional talents for the local economy. After the development strategy of Hainan international tourism island was put forward, colleges and universities around this strategy further clarify the orientation of running schools and actively explore the talent training mode with island characteristics. However, in the specific implementation link, there is no significant change in the talent training objectives, and the talent training mode has not made effective adjustment, which leads to the cultivation of professional and high-quality talents with island characteristics and to provide talent support for the development of international tourism island. From the point of view of the setting of specialties in Colleges and universities, there are new specialties and new talent training modes. However, from the essence, some colleges and universities do not really grasp the requirements of the development of emerging industries for professional talents, and the market demand is not fully investigated, and the talent training mode is in a state of "making cars behind closed doors". In addition, in terms of high-level talent training, the differentiation of talent training mode in junior college, undergraduate and graduate stage is not high, so it can not adapt to the talent demand of various industry departments and post levels, and the goal and mode of talent training can not effectively combine with the social demand for talents.

3. The Necessity of Personnel Training Reform in Hainan Universities

First of all, in order to meet the social demand for talents. Under the background of the development strategy of building an international tourism island, the change of social demand structure for talents requires Hainan colleges and universities as an important position of talent training to provide talent support for the realization of this strategy. Secondly, it is an important means to implement the reform measures of education and teaching. Deepening the teaching reform, innovating the training path of talents and strengthening the training of talents are the requirements of education and teaching reform for colleges and universities. In addition, it is the demand of the development of the times in the new era. In the era of economic globalization, the employment competition is increasing. Only by deepening the reform and improving the

core competitiveness of students, can colleges and universities occupy an advantage in the future employment competition.

4. The Reform Ways of Personnel Training in Hainan Universities

4.1. Change the Teaching Idea and Make Clear the Training Goal

At present, most of the colleges and universities are comprehensive colleges and universities, which undertake both the cultivation of elite talents and the cultivation of applied talents. However, according to the needs of economic development and social demand for talents at this stage in Hainan, colleges and universities should focus on the proportion of elite talents and applied talents, and determine the proportion of the two. At the present stage, Hainan colleges and universities should take the construction of international tourism island development strategy as the guidance, and fully investigate the market demand for talents. Based on the employment situation and social occupation distribution of tourism developing cities such as Hainan and Sanya, this paper makes an in-depth investigation and analysis. According to the actual situation to adjust their own training objectives, to ensure that the training direction of talents and social needs, industrial structure and development strategy to adapt, so as to provide talent support for the development of regional economy. In terms of specialty setting, we should do a good job in scientific layout, match the specialty structure, specialty quantity and specialty characteristics with the local economic construction and talent demand, ensure that the talent training is closely related to the local actual situation, focus on the construction of research-oriented universities and increase the training quality of Applied Talents.

4.2. Adjust Professional Structure to Meet Social Needs

With the change of social employment structure, colleges and universities have to adjust some majors to adapt to the development of the times, improve the core competitiveness of students and reduce the employment pressure of students. On the one hand, the rapid prosperity of the market economy has led to the gradual shift of the direction of talent employment from the traditional social administrative subject to the enterprise subject, which means that colleges and universities should shift their vision from the needs of "state-owned enterprises" and "public office" to social enterprises in the process of talent cultivation. On the other hand, under the new development situation, the market competition is increasingly fierce, which is not only a challenge but also an opportunity. The factors of competition lead to the birth of emerging industries, and the demand for talents is gradually developing towards diversification. The traditional professional structure can not adapt to the market situation in the new period. Therefore, it is an important way of talent training reform in Colleges and universities to adjust the relevant majors according to the change of talent demand of enterprise development and social development. We should continue to strengthen the adjustment of specialties, combine the traditional professional transformation with the construction of new specialties, and add elements in the original professional system in line with the development characteristics of the times, so as to improve the universality of professional talents.

The specific reform plan includes the following contents: first, adjust the professional direction appropriately. In many colleges and universities, the traditional specialty setting is biased towards liberal arts and science. In terms of personnel training, it overemphasizes the cultivation of theoretical research-oriented talents, but it is slightly insufficient in the cultivation of applied talents. However, with the development of social economy, the demand for engineering professionals is increasing. Therefore, it is necessary to adjust the professional direction to adapt to the social development. For the part of no market development prospects, or relatively backward professional reduction, reduce the occupation of teacher resources. Second, the integration of related disciplines. Some majors do not have great advantages in the

market competition, and can not form a good fit with many new posts. The universality is not high. However, the specialty itself has strong applicability. In this case, we can integrate different majors to achieve the purpose of complementary advantages, so as to enhance the adaptability of the major. Third, set up new majors according to market demand. In recent years, many colleges and universities are keen on setting up new majors. However, some colleges and universities do not combine the establishment of specialties with the local actual development situation and the demand for talents of enterprises, so they blindly seek new ideas and fail to grasp the key points. The main purpose of setting up a new major is to solve the industry problems that cannot be solved by some disciplines. By using the resources and professional advantages of colleges and universities, we can cultivate specialized talents and solve the corresponding industrial problems through the cultivation of corresponding talents, so as to obtain new social and economic benefits. After the professional orientation and training objectives are determined, the curriculum should be set up in accordance with the principle of "high quality, strong ability and thick foundation". In the teaching process, we should closely follow the teaching objectives and market changes, constantly adjust the training path, and strive to achieve pre sex education.

4.3. Innovating Training Methods and Attaching Importance to Applied Talents

With the change of training objectives, training and professional structure, teaching methods and training methods must be changed accordingly to ensure the consistency of "form" and "content". Innovation training methods mainly include two aspects: one is to pay attention to innovation in the means and methods of education and teaching, on the other hand, to cultivate students' innovative consciousness and ability. In terms of the survival situation of enterprises, there is no development without innovation. Innovation ability is one of the core competitiveness of enterprises. Only talents with innovation ability can bring innovation to enterprises. Therefore, enterprises pay more and more attention to the introduction of innovative and applied talents. In this case, it is of great significance for colleges and universities to cultivate students' innovative consciousness and ability. Innovation ability is a kind of comprehensive ability, which not only requires students to have the basis of innovative thinking, but also needs to have a certain reserve of professional theoretical knowledge, professional practical knowledge and humanistic knowledge. This requires colleges and universities to explore and innovate in personnel training methods.

For example, through school enterprise cooperation to cultivate students' innovation consciousness, the school arranges students of relevant majors to enter the enterprise practice according to the needs of enterprises. Through the in-depth understanding of enterprise production and business model, combined with their own theoretical knowledge reserve, exercise their innovation consciousness. Moreover, through school enterprise cooperation, students can provide a platform for practice. Through in-depth understanding of the enterprise's demand for talents, students can constantly adjust their learning objectives and exercise their own abilities in some aspects, so as to improve their practical ability and knowledge application ability. The cultivation of students' creative ability and practical ability can adopt various ways and means. In addition to the training mode of school enterprise cooperation, the concept of innovation should be permeated in the daily teaching work to cultivate students' innovative consciousness through teaching links. In addition, a variety of innovation ability competitions can be held, and the mode of "promoting learning by competition" can be adopted to cultivate students' innovative consciousness and ability.

5. Conclusion

In a word, under the background of the development strategy of Hainan International Tourism Island, Hainan colleges and universities should actively respond to the requirements of

economic development, conform to the development of the times, constantly deepen the requirements of education and teaching reform, and actively explore ways of talent training reform according to the social demand for talents. We should change the teaching concept, clarify the training objectives, adjust the professional structure, adapt to social needs, innovate training methods and pay attention to the cultivation of applied talents. With the goal of building a high-level university with island characteristics and adapting to social and economic development, it provides talent support for the development strategy of Hainan International Tourism Island.

Acknowledgements

This paper is the research results of the following research projects. Project Name: 2020 Hainan Education Science Project "A Practical research on English classroom teaching for continuous learning based on continuation theory, Project No.: QJY20201003". Hainan Normal University Research Project, "An international study on the talents training in Colleges and Universities in Hainan under the background of Hainan free trade Port, project No.: HSJG2020-40," "On the One belt, one road initiative the international research on Chinese language education in Confucius Institute, Project No.: HNSF(TZ)20-04. "Research on the influence of different writing styles on College English writers' reader awareness, Project No.: HSJG2019-48."

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