Application of Training Recruitment System Based on School-Enterprise Cooperation

Jinya Sun, Junfeng Li, Feng Li, Bin Yuan

College of Science, Hunan City University, Yiyang, 413000, China

Abstract: The training recruitment system is a bridge between enterprises and schools established under the background of "Internet +". At the same time, it is intended to further improve the recruitment mechanism of the network platform, which has an incomparable advantage compared with the traditional offline recruitment and the current network recruitment. The recruitment system designed in this paper is mainly for college graduates, aiming at solving some unreasonable aspects of traditional network recruitment for the recruitment of new graduates, based on the two-way interests of enterprises and students, and improving the accuracy of talent .

Keywords: Training recruitment; Fresh graduates; School-enterprise Cooperation; Two-way benefits; Talent flow accuracy

1. Introduction

For enterprises, a reasonable selection of recruitment methods will be conducive to the introduction and future development of talents. The selection of recruitment methods should comply with four basic objectives: quantity, quality, time and cost, that is, to recruit a sufficient number of qualified personnel with the lowest cost in the shortest possible time. In view of the main groups of applicants for this paper, the most effective and ideal recruitment rate is network recruitment and campus recruitment. Because of the characteristics of the network itself, network recruitment has a relatively concentrated audience, focusing on middle-level talents, especially IT professionals, civil servants, financial personnel, public managers and so on. With the rapid development of Internet technology, online recruitment has become the mainstream recruitment mode of most enterprises. According to the data of China Industry Research Report Network, the scale of online recruitment employers in China has grown from 810,000 to 6589,000 in the ten years from 2009 to 2018, and the scale of job seekers has grown from 65 million to 178 million at present.

With the development of Internet technology, network recruitment is more rapid, convenient and more widely covered than traditional offline recruitment. Various recruitment costs such as publicity expenses, labor and time have been greatly reduced, and screening of resumes has become more convenient. Even the self management of resume has been realized. This is the advantage of Internet recruitment in the era of "Internet +". But in addition, especially for college graduates, there are still some limitations in online recruitment. For example, online recruitment reduces the cost of enterprise recruitment, but it still can not reduce the cost of post-employment training, improve the employment rate, and the professional quality of talents can not match the needs of enterprises. In order to solve these problems, this paper innovates the traditional network recruitment platform and proposes a training recruitment system based on school-enterprise cooperation.

2. Question Raising and Application of Training Recruitment System

From the perspective of enterprises, the two most concerned issues in the recruitment process are the quality of talent and the cost of talent recruitment.

At present, the biggest hidden danger of online recruitment is the authenticity of information. There is not a perfect credit system for online recruitment. There are many false information and it is difficult to identify the true or false. In the process of recruitment, it is difficult for enterprises to make a thorough and detailed understanding of the candidates, especially the graduates, who have zero working experience. The candidates' files and resumes are often exaggerated and untrue, and the enterprises are unable to verify them. The authenticity of information is difficult to guarantee, which makes it difficult for enterprises to recruit talents who meet the quality needs of enterprises.

To solve this problem, the training recruitment system is to build a third-party bridge between enterprises and graduates, through cooperation with the third-party credit system to ensure the authenticity of information, while

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eliminating the platform itself needs to build a credit system trouble.

With the precedent of the integration of industry and education in China as a reference, the concept of training recruitment system is also based on the mode of school-enterprise cooperation. After reviewing the development of the integration of industry and education in China, the two sides have created a variety of cooperation modes. They have gone through the development process of transition from simplicity to complexity, from low to high, from point to face, from single link to all-round. They have created many effective cooperation modes: from early practice cooperation, to later joint training of schools and enterprises, and cooperation of school and enterprise entities; from the initial practice of both sides. Base, to the later order-based training, introducing enterprises into schools, introducing schools into enterprises; from the school main body, the cooperation of enterprises with a single main body, to the integration of industry and education of both sides are the main body of talent training. The mode of school-enterprise cooperation is no more than the one-to-one cooperation docking between enterprises and schools. In this one-to-one mode, the scope of school-enterprise cooperation is limited. Therefore, in the training recruitment system, schools as a third party play a bridge role between enterprises and students. Enterprises will no longer cooperate directly with schools one-to-one, but interact directly with students. Enterprises, schools and students jointly enter the recruitment platform. On the one hand, the school has a complete student information database. On the other hand, compared with students, it has more ability to identify the authenticity of enterprise information. While building a bridge between enterprises and students, the school also has the function of network recruitment credit system, which greatly reduces the possibility of information fraud and information for network recruitment. Authenticity adds a safeguard.

Fang Xingdong, chairman of Internet Laboratory, believes that the "portal era" dominated by Internet media characteristics in China is coming to an end, and a new "service era" centering on netizens' personalized services is opening. In the era of customer service, the development of network recruitment needs a new model.

From the perspective of the three recruitment websites of China's online recruitment giants, China Elite and Intelligent Alliance, the individualization of recruitment websites is not prominent enough. Online recruitment still stays at the level of publishing information. Recruiters and job seekers lack communication, and the model setting of websites is similar. At the same time, most recruitment websites involve the process of preliminary screening of talents, and recruitment websites contain a large amount of information, mixed information, contains a large number of invalid information, resume screening is difficult.

In order to solve this problem, the training recruitment system is different from other recruitment websites in that it adds online training links before formal employment and adopts the model of training first and then recruitment. Before recruitment, with the training recruitment platform as the medium, enterprises individually set up the necessary basic skills learning module for the positions they recruited, so as to meet the basic skills requirements and pass the basic skills test before sending resumes or entering the next recruitment link. Recruitment links and the setting of skills training board can be customized by enterprises according to their own circumstances. The application of the training-and-recruitment model sets the application threshold, restricts the delivery of the establishment, greatly reduces invalid information, realizes the automatic management of resumes and completes the preliminary screening process of talents; secondly, through testing, enterprises can get a deeper understanding of the ability level of candidates, and provides a guarantee of the quality of talents for the recruitment of enterprises. At the same time, it basically meets the requirement of directional training of talents, solves the problem that the professional quality of talents does not match the needs of enterprises, and makes the flow of talents more precise.

Recruitment is an important way to improve human resources and enhance the competitiveness of enterprises. Only when enterprises have a large number of excellent human capital and carry out scientific training, can every employee give full play to their potential. Talent training is an indispensable link for the graduates after the recruitment of human resources. During the internship period after the new university graduates are recruited, they are usually trained by enterprises. At this time, although the graduates have already entered the post, they still have to study for a period of time before they can start their work formally, which is time-consuming, labor-consuming and cost-consuming for enterprises. Therefore, on the basis of improving the accuracy of talent quality, the implementation of training recruitment puts the time-consuming, labor-consuming and cost-consuming training as the prerequisite of talent entry into the recruitment stage. Talents can be employed after entry. Compared with the traditional recruitment model, the training recruitment system greatly simplifies the process, and online work can directly eliminate the cumbersome process offline. It greatly saves time and cost and improves work efficiency. The training is not limited to graduates after graduation, college students can be stationed during the period of independent training, training time span is large. For students, during the school period, they can have access to the open basic skills training resources of enterprises and receive individualized learning and training

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from enterprises, which is conducive to college students' self-orientation and employment planning, strengthen professional awareness, make students' learning objectives clearer in school, and be able to understand the current employment situation and vocational skills needs in advance, and provide students with learning gains. The opportunity to gain experience, improve professional accomplishment, enter the role of the workplace faster when graduation, so that graduates can go to work immediately after graduation, and also solve the problem of difficult employment and professional mismatch of College students.

In the direct connection between enterprises and students, with the participation of the school as a credit system, enterprises can track and understand the learning and school situation of the students through recruitment websites. Under the condition of limited communication between enterprises and students, they can understand each other more comprehensively, so as to increase the accuracy of talent flow.
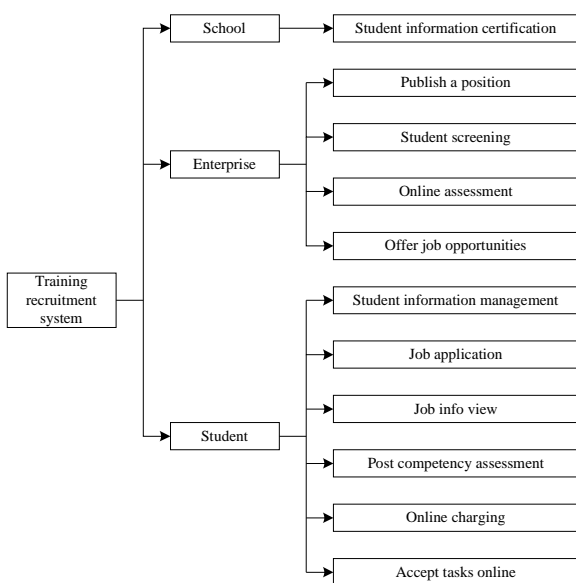

Figure 1. Flow chart of system architecture.

3. Concluding Remarks

With reference to the document spirit of "Some Opinions of the Ministry of Education on Improving the Teaching Quality of Vocational Education in an All-round Way", school-enterprise cooperation, in line with the policy of "taking service as its purpose and taking employment as its orientation", focuses on the goal of "fine training and high-level employment", strengthens complementarity of advantages, realizes mutual benefit and win-win situation, and cultivates applied talents. The training-type recruitment system combines with the school-enterprise cooperation model to innovate the recruitment model, bringing vocational planning and vocational needs more intuitive and in-depth into the perspective of College students, providing more opportunities for students to learn and explore, providing more matching talents for enterprises, realizing the self-directed training and precise flow of talents, and solving the "employment difficulties" of College students. The problem of "talent shortage" in enterprises. Online school-enterprise cooperation is not only an innovation of recruitment mode, but also an innovation of school-enterprise cooperation mode.

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