

A Study on the Strategies of Constructing Job-Job Linkage Mechanism for College Admissions

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Abstract: With the deepening of the opening degree of domestic market economy, the mode of enrollment and employment in domestic colleges and universities has been unable to meet the needs of the talent market in the new era. For colleges and universities, employment and enrollment work are the core components of College education. These two parts complement each other and influence each other. In this paper, the problems of difficult enrollment and employment of graduates in Colleges and universities are briefly discussed, and the feasibility of formulating a linkage mechanism for enrollment and employment is analyzed and discussed in view of the current situation. The purpose is to promote the improvement of education level in China and provide important help for the employment of students.

Keywords: Ordinary colleges and universities; Enrollment and employment; Construction of linkage mechanism

1. Introduction

The enlargement of university enrollment also makes the number of graduates of major domestic universities increase year by year, which leads to the increasingly serious employment problem of graduates of domestic universities. At present, the quality of college graduates in China and the employment situation of graduates have a very important relationship with the future of our country, even the nation. These also make the problem of college enrollment and employment of students begin to receive high attention from all walks of life, as well as the state and government departments. In contrast to other education modes, the main purpose of higher education is to cultivate more complex talents for the society, and the export of university graduates is "employment". However, according to the current national conditions of our country, the employment problem of university graduates is not optimistic, and at the same time, the problem of difficult enrollment and employment has also been paid attention by all sectors of society. So what kind of way should colleges and universities adopt, which can not only attract excellent candidates, but also ensure the quality of employment of graduates, has become an urgent problem to be solved by the professionals.

2. Necessity and Feasibility of Constructing Job-Enrollment Linkage Mechanism

From the perspective of the development of colleges and universities, enrollment and employment are like a

process of controlling the "entry" and "exit" of talents. Besides controlling and guaranteeing the quality of talents in the "entry" period, colleges and universities must also strictly control the quality of "exit". (1) It is not only necessary to ensure that the quality of college students is not affected, but also to ensure that students have a good level of employment, so that students can find suitable jobs after graduation. Thus, the quality of students is the catalyst of employment quality, and the quality of employment is an important guarantee of the quality of life, which complements each other. (2) When talents enter universities, they should help students choose their own specialties to study. Only in this way can they integrate the two different work contents of enrollment and employment smoothly and construct a benign and efficient adjustment mechanism, highlight the Union and cooperation of enrollment and employment in universities, and eliminate the current universities in an all-round way. After sorting out and merging the existing teaching resources, the separation of enrollment and employment will play its due value and role in serving the country and society through joint efforts for the smooth and stable sustainable development of colleges and universities in the future.

2.1. Necessity of constructing job-enrollment linkage mechanism

2.1.1. Motivation demand of internal causes of talents training

Recruitment, training and employment are the most important construction and support in the new era of

higher education. Taking enrollment as a starting point, students can be helped to complete their employment by means of training. It can be seen that only after the full implementation of enrollment and employment, can colleges and universities cultivate more complex and practical talents for the society. By utilizing the characteristics of the combination of enrollment and employment, the two sides can promote and influence each other through two-way linkage. Market demand is regarded as an important force to help and optimize the combination and standards of enrollment and employment, and standardize them. Then take the social demand as the premise, make use of the specific situation of the current domestic talent market to plan the enrollment and employment direction scientifically and rationally, so as to ensure that the specific needs of talent training can be met, and strengthen the effect of talent training, and construct a new cycle mechanism of recruiting, training and employment, in order to improve the employment rate of College graduates. To lay a solid foundation.

2.1.2. Necessary requirements of national governments

Since the expansion of University enrollment, in order to meet the needs of diversified talents in the current society, the Ministry of Education has already established relevant laws and regulations, requiring that university enrollment should be related to employment rate. For some universities with low employment rate, it is necessary to strictly control their enrollment scale and enrollment number, take measures to reduce or even stop enrollment for the specialties with low employment rate, and formulate corresponding strategies according to the current situation of social development to adjust and rebuild the internal structure of the specialty, so as to ensure the balanced development of social demand for talents. Exhibition. For the existing layout of colleges and universities, it should be based on different regional characteristics, as well as the economic structure of each region as a reference. Educational departments in various regions must also optimize the employment requirements and direction of College students. Although seemingly it used to meet the needs of the current linkage between college enrollment and employment, the actual goal is to meet the needs of talent training and market development, so as to ensure that college education can provide a good service function for the construction of the country and the development of society.

2.2. Feasibility of constructing job-hunting linkage mechanism for college enrollment

2.2.1. System construction guarantee

Colleges and universities must have a sound enrollment and employment security mechanism, but also to build an independent functional management body. By establishing a perfect enrollment and employment model, we can improve the existing education management model and achieve "vertical management in longitude and cross-interaction in latitude", so as to ensure the unity and integrity of enrollment and employment, and realize the complete integration of enrollment and employment. In addition, on the premise of ensuring enrollment and employment, we should also highlight the importance of enrollment and employment in the personnel training mechanism of colleges and universities. (2) A complete and comprehensive evaluation mechanism must be established in the process of specialty setting. In view of the newly launched specialties in Colleges and universities, we must make a strict assessment and understanding of the feasibility, demand and sustainable development of the specialty in order to ensure the smooth progress of the new specialty setup. As for those majors that run for a long time, or whose market demand is not high, and which violate the social development, we should use the existing teaching resources to merge and optimize them, and establish new teaching objectives by means of knowledge rectification. We can also improve the existing teaching mechanism by means of withdrawing majors. (3) To incorporate some problems in the employment and enrollment mechanism of college students into the enrollment system by utilizing the functions of the University framework system, investing in various funds and material resources, basic construction of different disciplines in Colleges and universities, the design of different professional courses and the reform of teaching system, and the implementation of the existing talent training model in Colleges and universities, etc. And among the employment factors, in order to provide timely feedback to the leaders on the design and construction of different institutions of higher learning.

2.2.2. Guarantee of talent resources

In the management of higher education in the new period, colleges and universities should attach importance to the characteristics and advantages of talent resources, so as to provide an important guarantee for the linkage between college enrollment and employment. While attaching importance to students' education, colleges and universities should also exert their own internal and external potential, and build a comprehensive knowledge service system from experts, famous teachers, former alumni and excellent entrepreneurs in Colleges and universities to provide corresponding support and assistance for the implementation of College enrollment, students' education and training, as well as employment, so as to

provide students with appropriate support and assistance in the future. We should make full preparations for employment and development.

3. The Current Situation of Enrollment and Employment Operating Mode in Universities and Colleges

College enrollment and graduate employment are the existence of two mutual beneficiaries. The purpose of college enrollment is to export all kinds of excellent talents for the development of the country and society. The ultimate goal of employment work is to establish corresponding channels for college students and implement the important goal of graduate employment in an all-round way. At this stage, most domestic universities regard enrollment and employment as important work, and even invest a lot of manpower and material resources, and adopt the soft and hard way to ensure the smooth progress of college enrollment and student employment. However, due to the current domestic conditions and other reasons, the recruitment and employment work in Colleges and universities has changed in a special nature.

3.1. Increasingly fierce battle among college students

From 1999 to now, the enrollment of domestic universities has shown an explosive growth, and the gross enrollment rate has reached 38%, which has played an important role in promoting the realization of the goal of popularization of higher education in China. But after the peak period of college entrance examination registration in 2010, it develops in a decreasing way every year. There are even some colleges and universities in which it is difficult to recruit students. In such a scarce environment, how to ensure the quality of college students has become the focus of attention. In addition, although many colleges and universities in China have made frequent adjustments and rectifications in professional settings, there will still be a considerable number of enrollment majors, which conflict with the needs of market development. Usually reflected in the differences between specialty settings and social development, there are also some reasons that the specialty of colleges and universities is too detailed to meet the diversified needs of the current talent market. There are also some college graduates whose professional knowledge structure is seriously lagging behind due to the problems of the teaching mode of colleges and universities, which can not meet the needs of current enterprise development and post.

3.2. The employment situation is rather grim.

As a result of the impact of the expansion of enrollment in Colleges and universities, the enrollment rate of

colleges and universities is getting higher and higher, and the total number of college graduates in China has repeatedly reached new heights. Take 2015 as an example, the number of college graduates in China reached 7.896 million in 2015, reaching a new historical level. However, such a high graduation rate has not brought a corresponding turning point to China's employment situation. Employment, as a relationship between people's livelihood, has also received unprecedented attention. At the present stage, because of different reasons (channels, needs, etc.), the employment space of university graduates in our country is getting smaller and smaller, and the problem of social talent shortage is becoming more and more serious. This quality is mainly caused by the unreasonable economic structure, the demand of employment units for skills, and the divergence between the objectives of talent cultivation and the mechanism of curriculum provision. It reflects that although domestic universities are important bases for talent cultivation, they are seriously disconnected from the actual needs of society.

4. Constructing the Integrative Linkage Mechanism of the Collaborative Effect of College Recruitment and Employment

Colleges and universities, as an important part of the national educational institutions, are not only the main position to deliver talents to all sectors of society, but also an important source of knowledge for the vast number of educatees. For colleges and universities, enrollment is the main channel for all educators to study in Colleges and universities. As an effective way to teach knowledge and exchange and accumulate skills in Colleges and universities, education and training provide important help for students' future employment and learning. Finally, these students who have completed education are pushed into the market to provide more comprehensive services for the society. At the same time, we should transform the knowledge and skills learned in Colleges and universities into productive forces. The emphases of university enrollment and employment process are different, but the goals they pursue are completely unified. It is extremely advantageous to build a linkage system of integration of enrollment and employment for achieving synergistic effect. The so-called synergistic effect is the effect of "1 + 1 > 2". Generally speaking, synergy effect includes two parts: internal and external. It integrates internal and external resources, and also produces overall effects for different links and stages.

4.1. Internal synergy mechanism

4.1.1. Around employment realize characteristic enrollment

According to the goal of talent cultivation and the characteristics of running a school, and on the basis of integrating the economic level and structure of the area where the university is located, the university takes the current market development needs as the object of cooperation, and adjusts the existing enrollment policy in a dynamic way, so as to fully implement the goal of characteristic enrollment. Firstly, for the structure of students in different regions, the economic model and the scale of university enrollment specialty, we should complete the direction of absorbing high-quality life and good compatibility of Regional Employment in order to achieve the goal of win-win. Secondly, we must have a deep understanding of the current situation of talent demand, and look forward to and plan the changing trend of talent elasticity, and highlight the University itself. Strength and professional advantages. In terms of the setting up of disciplines and specialties in Colleges and universities, we should enroll students on the premise of optimizing teaching resources. At the same time, colleges and universities should adjust the existing level and concept of running schools, introduce new teaching concepts to improve their ability and characteristics of running schools, and further enhance their own popularity, which is of great significance to attract high-quality students.

4.1.2. Relying on enrollment to promote characteristic employment

For the majority of College graduates, employment is not only a separate social behavior, it should be closely linked with the existing talent training mode of colleges and universities from the early stage of enrollment, and there should be corresponding follow-up and analysis in the subsequent stage. Moreover, the quality of enrollment work has an important impact on the employment of College students. In addition, if the employment work of colleges and universities is to ensure sustainable development, it is necessary to highlight their own industry characteristics and the way of personnel training comprehensively. Only in this way can they form employment enrollment with their own characteristics. At the same time, colleges and universities must also allow teachers and students at different stages to actively and actively participate in them and do their own work well, using a mutually cooperative way to lay a solid foundation for the employment of College students. And establish a linkage system of "characteristic enrollment, characteristic employment" for them, so as to guarantee the perfection of university enrollment and employment linkage mechanism.

4.2. Fully implementing linkage mechanism

Colleges and universities are not only the most important personnel training positions for the development of the country and society, but also an important platform to satisfy the majority of educated people to acquire knowledge. Colleges and universities through the way of enrollment, to provide access for the majority of educated people, and then use the perfect way of talent education and training to complete the transmission of knowledge and professional skills accumulation of educated people, and finally, the graduates who have received education and passed the examination will be sent to the talent market, to contribute to the country and society. From a macro point of view, the process of enrollment and employment in Colleges and universities is not the same, and the emphasis of the two parts is different, but the ultimate goal of the two parts is to unify each other, both of them are to build a perfect "enrollment and employment integration" linkage mechanism, and give full play to the synergy effect.

4.3. External coordination mechanism

Construct the University - University coordination mechanism. Make use of the complementarity between colleges and universities to build a good multi-party interactive platform, make use of the advantages of the Internet to complement each other, expand their service content and influence by highlighting their own school-running characteristics, and absorb each other's advantages in the process of complementarity, as well as teaching resources with characteristics, so as to provide corresponding for realizing the diversity of personnel training. Platform. At the same time, we can organize and optimize the existing employment resources by building the "employment alliance of colleges and universities". At the same time, we can expand the content of employment radiation and strengthen the employment rate of College graduates. (2) Constructing university-enterprise collaboration. Colleges and universities use their own academic advantages to adapt to the specific needs of current employers through education and scientific research. Enterprises can promote the process of educational reform in Colleges and universities through abundant funds and technical strength, and can also establish the bridge role of "university-enterprise" coordination. Firstly, colleges and universities must establish corresponding talent training mechanism according to the demand of talent market and enterprises, and formulate targeted curriculum content for strengthening talent training in Colleges and universities; secondly, enterprises can also provide employment guarantee for college graduates in accordance with capital investment and the way of constructing training platform.

4.4. Formation of government-collaboration of colleges and universities

The local government agencies should use their own advantages to help colleges and universities improve the existing employment mechanism. In the initial stage, we should first inject sufficient funds into it, and then adopt policy support, as well as the construction of the employment market, as well as the whole business incubation and other different work contents, and emphasize to students that employment is very important for social progress and development, as well as the embodiment of their own values. Colleges and universities should also actively and actively contact with government agencies, and through the support provided by government departments and policy support, all kinds of resources should be transformed into specific benefits. This will provide important guarantee for strengthening the level and ability of running a university, the training of talents in Colleges and universities, and other aspects of education, training and technical services. Barrier.

4.5. Forming government-university-enterprise linkage

As the top designer, the government must strengthen the management of employment management in Colleges and universities. While ensuring adequate resources, it also needs to introduce corresponding policies and entrepreneurship support to emphasize the importance of employment of College graduates. As an important carrier of talent cultivation, universities provide talents export and related services for the government and enterprises; enterprises are the terminals of these three parties, providing corresponding feedback for the government and universities while safeguarding economic benefits. According to the different regions and economic structure, government agencies will put forward the standards and key points of talent cultivation and employment for universities and enterprises, and

adjust the talent cultivation mode according to the changing market pattern. Enterprises will also put forward the requirements and standards of talent demand to universities in time according to the different production activities and market operation rules. From this, the universities, enterprises and the government are formed into a complete and interrelated circulation system.

5. Conclusion

To sum up, if we want to realize the joint mechanism of enrollment and employment in Colleges and universities, we must have a comprehensive understanding of the current situation of enrollment in Colleges and universities and the employment situation of college graduates in the region. With the goal of exporting a large number of compound and practical talents for the country and society, we should fully implement the linkage mechanism through the internal coordination mechanism, and form the government through the external coordination mechanism.- The way of University-Enterprise linkage, realizing the linkage mechanism of university enrollment and employment in an all-round way, and making due contributions to the social progress and development of our country.

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