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Analysis of application and effects of ISO9001_2000 quality management system in college student employment

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ABSTRACT

With the rapid economic development and changing science and technology in recent years, college education quality and student employment situation are highly concerned along with the booming college education, and the application of management system based on ISO9001_2000 quality standardization and scientification in college student employment has extremely favorable effects on the development of college education and students' all-round development. To analyze the application and effects of ISO9001_2000 quality management system in college student employment, this paper firstly explains the necessity and feasibility of application of ISO9001_2000 quality management system in college student employment, summarizes several principles that such application shall follow, discusses about the process of application, and finally reaches conclusions of application effects.

KEYWORDS

College student employment; ISO9001_2000 quality management system; Application and effects.



INTRODUCTION

In the 21st century, employment situation of college students gradually becomes one focus of people along with today's diversified economic development. Current colleges have not optimistic employment situation. The wide application of ISO9001_2000 quality management system with scientific and standard characteristics in college student employment realizes comprehensive management of college employment service quality fundamentally. Therefore, discussion and analysis of the application and effects of ISO9001_2000 quality management system in college student employment in this paper have certain theoretical basis and practical significance.

NECESSITY AND FEASIBILITY OF APPLICATION OF ISO9001_2000 QUALITY MANAGEMENT SYSTEM IN COLLEGE STUDENT EMPLOYMENT

As a scientific and standard management system, ISO9001_2000 quality management system is directly concerned about all-round development of college education and student employment. In terms of the nature, the application of ISO9001_2000 quality management system in college student employment has certain necessity and feasibility.

Necessity of the application of ISO9001_2000 quality management system in college student employment

In recent years, with the rapid economic development, all-round development of college education becomes one of issues concerned jointly in the era. ISO9001_2000 quality management system based on modern management thoughts absorbs management experience from countries in the world, and thus promotes overall development of education and great change of student employment situation in the 21st century.

Application of ISO9001_2000 quality management system in college student employment determines fundamentally traditional employment education in college student employment, provides places for students' development and growth, and ensures gradual optimum development of college employment situation. Meanwhile, in college student employment, ISO9001_2000 quality management system not only gradually improves college education services, but also ensures high employment rate of college students. In a word, the application of ISO9001_2000 quality management system in college student employment has certain necessity shown as TABLE 1.

TABLE 1: The application of ISO9001_2000 quality management system in college student employment has certain necessity

work and major	frequency	relative frequency
completely associated	238	17.07%
closely related, but not completely associated	412	29.56%
use professional knowledge occasionally, but unassociated	448	32.14%
completely unassociated	296	21.23%
total (sample size)	1394	100%

Feasibility of the application of ISO9001_2000 quality management system in college student employment

In recent years, teaching model of college employment education gradually develops to be complete. However, current employment education in China still uses cramming method, which is relatively backward, and students' employment education only stays in form.

Based on the application of ISO9001_2000 quality management system in college student employment and wide application of ISO9001 standards in all industries in the world, it is believed that the application of ISO9001_2000 quality management system in college student employment can not only help discover and solve problems in college student employment timely, but also integrate relevant quality management principles and methods with teaching services timely, and promote the development of college student employment education comprehensively, in order to provide substantial basic guarantee for students' future employment.

SEVERAL PRINCIPLES FOLLOWED IN THE APPLICATION OF ISO9001_2000 QUALITY MANAGEMENT SYSTEM IN COLLEGE STUDENT EMPLOYMENT

Nowadays, the development of college employment education gradually becomes a focus of colleges, and ISO9001_2000 quality management system is applied to all industries as a standard and normalized management system.

Generally speaking, the application of ISO9001_2000 quality management system in college student employment shall follow relevant principles. Firstly, it shall fully grasp the soul of standard quality management in colleges, promote students' all-round development fundamentally, and thus meet social talent demand, and college leaders shall determine a unified purpose and direction and ensure optimistic development trend of student employment situation.

Secondly, it shall respect the law of educational development and students' growth and development law, make clear standard quality management in colleges, carry out standard quality management concepts of colleges, establish management system of colleges, and consolidate standard quality management foundation of college student employment.

Thirdly, it shall always follow relevant educational laws and regulations, ensure the direction of college student employment standard quality management, abide by guidelines of college student employment standard quality management, implement fundamentally principle of all-inclusiveness, and adhere to the path of standard quality management of college student employment.

To sum up, college student employment is directly related to students' overall development direction in the future, and college education in diversified economic development shall apply ISO9001_2000 quality management system, adhere to its principles, and thus promote good development of overall development situation in colleges and students' rapid development in the future.

APPLICATION PROCESS AND FOUNDATION WORK OF ISO9001_2000 QUALITY MANAGEMENT SYSTEM IN COLLEGE STUDENT EMPLOYMENT

In terms of application of ISO9001_2000 quality management system in college student employment, employment service quality management system shall not only contain the process of planning design and document preparation, but also have two stages namely trial operation and review, as shown in Figure 1.

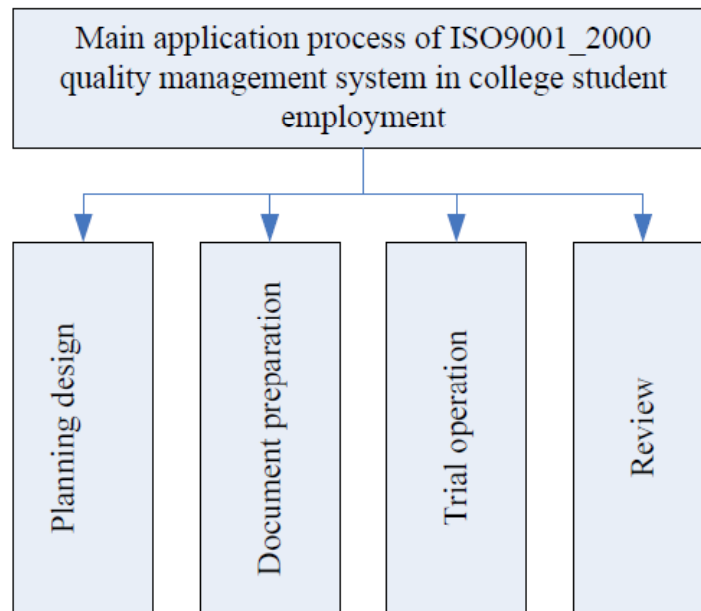


Figure 1: Main application process of ISO9001_2000 quality management system in college student employment

In planning design of college employment service quality management system, there should be investigation and analysis of current situation of employment management services, plan of quality management system comprehensively, training standards, establishment of relevant institutions, and appropriate determination and adjustment of service quality policies and objectives. During document preparation, according to actual management situation of college student employment, ensure legality of relevant rules and regulations, formulate a series of documents from three aspects namely quality manual, program file and work manual, and establish an employment service quality management system with relatively complete document forms. At the stage of trial operation, verify coordination and effectiveness of quality system documents and solve exposed problems. Review is to analyze causes of problems in college student employment and strengthen supervision of college quality management.

Foundation work of application of ISO9001_2000 quality management system in college student application is to, on the one hand, strengthen training for college employment teachers, improve overall qualities of college employment teams, carry out targeted and purposeful scientific training for college employment teachers by stages and levels, change traditional employment concepts, enhance service consciousness and ability, explore and practice ISO9001_2000 quality management system. On the other hand, adjust the relationship between rules and regulations of today's ISO9001_2000 quality management system and original employment ISO9001_2000 quality management system. Generally speaking, ISO9001_2000 quality management system has certain association with original rules and regulations of college employment, and existing ISO9001_2000 quality management system shall follow more strictly relevant laws and regulations and ensure that employment quality management has legal basis from the perspective of students' employment.

In a word, the application of ISO9001_2000 quality management system in college student employment shall not only follow the development trend of the times, but also combine actual condition of college employment quality management and students' overall employment situation, and thus strengthen college student employment quality management.

APPLICATION EFFECTS OF ISO9001_2000 QUALITY MANAGEMENT SYSTEM IN COLLEGE STUDENT EMPLOYMENT

For example, the application of ISO9001_2000 quality management system in student employment of a college in Shanghai follows strictly basic principles, analyzes employment management work, and makes summary.

In the first place, leaders of this college analyze and discuss about the issue, and then establish ISO9001_2000 quality management system, build an implementation standard certification leading group with principal as the leader, carry out appropriate management of quality management system documents, and write system documents, which shall be of internal review and management review and finally pass third-party certification and review. Finally, this college obtains ISO9001_2000 quality management system certificate. The teaching workflow is shown in Figure 2.

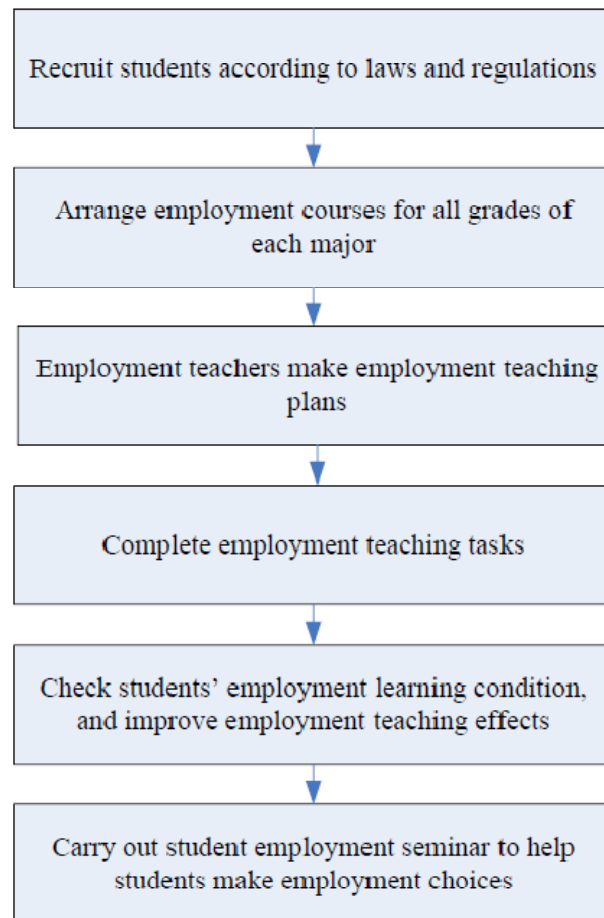


Figure 2: College employment teaching workflow

By using ISO9001 quality management system, this college achieves significant employment effects, ensures standard, normalized and systematic existing employment management, makes clear responsibilities in employment, and realizes whole process management and sustainable development of college students. Meanwhile, ISO9001 quality management system of college student employment can be improved continuously, and the improvement process is shown in Figure 3.

After continuous improvement of college employment ISO9001 quality management system, this college has gradually good employment situation, meets students' all-round development needs to a maximum degree, improves employment education service quality significantly, and guarantees fundamentally the development of healthy employment of college students.

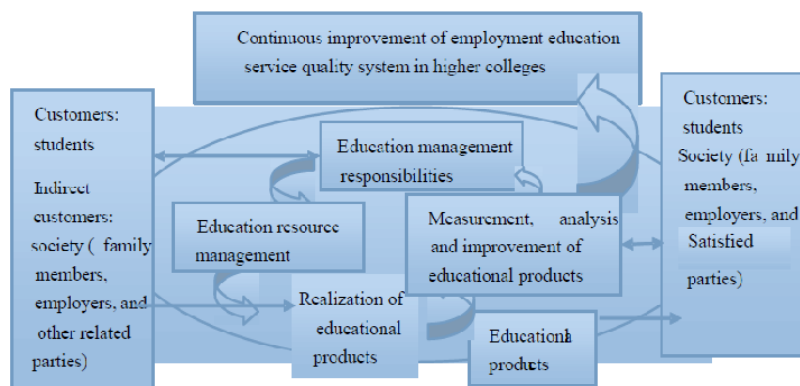


Figure 3: Continuous improvement process of college employment education quality management system

In a word, the application of ISO9001 quality management system in college student employment not only ensures establishment of employment quality policies and objectives in correct educational concepts, but also attracts high attention of college leaders to students' employment, carries out and develops policies and objectives of college employment quality, and provides good basic guarantee for students' future employment.

PROSPECT

In terms of teaching evaluation mechanism, fiscal and tax policy, and social resources platform etc, Wei Jie and Fu Chunxin put forward very good countermeasures in paper "Analysis of Main Influencing Factors of Graduate Employment in Private Colleges—Based on Investigation of 5 Private Undergraduate Colleges in Xi'an". For guarantee of national policies, there are six countermeasures: 1 strengthen planning and management of private higher education; 2 let private colleges set up majors freely; 3 solve remuneration problems of students graduated from private colleges; 4 take special policies to optimize teaching staffs; 5 reform recruitment policies, and provide policy support for private colleges to improve student quality as much as possible; and 6 break system barriers for student employment of private colleges.

Cai Keyong, the vice president of China Association of Higher Education, has said that: "we shall not always compete with public colleges, and we shall develop our own ways." There would be a new way out with the help of new channels, new fields and new projects. It is of accurate positioning in terms of school teachers, student quality, and present situation of academic research, laboratory status and investment. However, as colleges have function of scientific research, colleges with positioning of teaching institution shall strengthen training, guidance and evaluation etc of scientific and academic research for teachers and students, to fully reflect scientific research function of colleges. Level positioning is to be based on undergraduate education and carry out specialty education to lay a foundation for developing specialized master education. Analysis: this complies with development history of this college and has very good prospect, as current student sources are shrinking constantly and new growth points shall be considered in college development as well.

CONCLUSIONS

With the rapid economic development in recent years, modern talent markets put forward higher standards for college talent training. As the main foundation of talent training for social talent markets, colleges shall be more based on development themes of current talent markets in terms of employment education, combine with students' actual law of growth, apply ISO9001 quality management system to employment widely, follow relevant laws and regulations, improve qualities and active service consciousness of all teachers comprehensively, ensure effective operation of ISO9001 quality management system and high quality and high efficiency of employment services, and finally realize all-round development of college education and students, promote rapid progress of Chinese modern education and consolidate the development of Chinese talent market.

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