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Exploration on quality assessment of personnel cultivation in local colleges and universities

Guo-sheng Chen

Xinxiang University, Xinxiang, People's Republic of China, (CHINA)

E-mail: thanksfromchgs@163.com

ABSTRACT

The assessment is a very important measure to promote local colleges and universities to improve personnel qualities. In the assessment it is necessary to pay close attention to the education purpose and direction, to combine the form feather of high level universities and to set up imitable goal for local colleges and universities assessment. In addition, it is also important to pay attention to practicable conditions' observation of local colleges and universities to advanced educational idea in the process of assessment, to encourage social forces to make assessment, to pay attention to the implement of operational specific measure of campus assessment diversification, to pay attention to standardization of self-assessment and assessment of colleges and universities combination of studying and researching, thus promoting assessment more scientific and reasonable, and making assessment reach the goal of quality assessment of personnel cultivation in colleges and universities.

KEYWORDS

Local colleges and universities; Assessment; Personnel cultivation quality; Cultivation goal.



INTRODUCTION

Quality assessment of personnel cultivation is an important measure to test whether education teaching results of local colleges and universities satisfy or fit social requirements or not, also it is an effective methods to promote local colleges and universities to find the disadvantages, to reflect social requirements, to ensure school running direction, to promote to make progress. Quality assessment of personnel cultivation is also the promoter that quicken colleges and universities education quality controlling system construction. Assessment results play the role of baton and wind vane in the colleges and universities education quality guarantee system, discover positive function of assessment, which is helpful to grasp and improve the exact direction of personnel cultivation quality and promote personnel qualities in colleges and universities to overall improve.

Educational assessment is science^[1,2], it is important to guarantee the scientific nature, objectivity and reasonableness of assessment results in the process of assessment, otherwise, not only it is useless to be the basis of decision, but also it will lead to the deviation or even error of decision. In the whole process of assessment, every step may influence the scientific nature of assessment results, for example, how to select scientific assessment index system, how to ensure to gain true and objective data, these are the practical problems that assessor must face. At present, there are many dominant problems and recessive problems in the quality assessment of personnel cultivation in colleges and universities, for example, at present many assessments only pay attention to evaluation of class teaching results, seldom refer to assessment macroscopical results. Macro index and ideas of assessment and operational process of assessment remains research.

REFLECTION ON MACRO STANDARD OF QUALITY ASSESSMENT OF PERSONNEL CULTIVATION IN COLLEGES AND UNIVERSITIES

The assessment must concerns whether reflect essence and development direction of higher education

Mr. Qian Wei-Chang thinks that according to its essence higher education is not only to impart and study knowledge but also to respect social practice, as well as to pay attention to national economy and the people's livelihood. Because the glorious invention of science and technology is closely associated with national lives, the development of science and technology must be realized by means of unique and specific social practices. In 1950s, Mr. Qian Wei-Chang definitely indicates that "scientific advanced standard of our world is abstract relativity or other theory level, scientific theory serves to this task in the process that scientific technology catch up with world advanced level, world advanced level is not the level of scientific theory."^[3] In other words, only tightly combining with national construction, social life and other specific historical practices, the development of science and technology can improve. Mr. Qian particularly indicates that the development and changes of social practices is the most powerful driving force, therefore, if don't connect with social practices, don't pay attention to people's lives, don't think highly of development and changes, any knowledge won't make progress.^[4] Higher education undertakes double mission of both scientific research and serving production and lives, which requires our higher education gets rid of the tower of ivory, constantly connect with social development and production reality. Serving people's production and lives is in the first position on personnel cultivation, and assessment must contribute that higher education can better serve social development.

Combining with entity feather of high level universities, provide idealized imitation target for the welcome and appreciation degree of colleges and universities

Zhai Ya-Jun has expresses that entity feather of high level universities from spirit level, system level and technical level, and in his articles he points out among the entity feathers of high level universities, spirit level has leading function, and it requires that universities must have lofty ideas, lofty mission, distinguished goals, independent spirit and free atmosphere; System level must have reasonable organization structure, perfect institutional system, better implementation mechanism, harmonious discipline organization and distinguished subject level to play the protection role on the construction of colleges and universities; Technical level is divided into two parts, and the first one is investment mainly including abundant funds, perfect facilities, top-ranking faculties, excellent, harmonious and efficient management team and outstanding president with wisdom and bravery, and the second one is production mainly including the quality of personnel cultivation, scientific research level and social contribution, etc.. technical level construction should pay attention to not only the investment of personnel but also the output of personnel. Although the standard of different high level universities are different, they should effectively serve society, they play the most important role on promoting economic construction of our country and our region and social development^[5]. The author thinks that these three level can provide idealized imitation target for the running of local colleges and universities.

The assessment should be confirmed combining with the reality running of local colleges and universities

The multicultural characteristics of regional economy in our country decided the characteristics that local colleges and universities mainly serve local and regional economy. The local colleges and universities often depend on the mission of serving local economic construction to make scientific orientation in the cultivating of applied personnel and serving local economic construction combing with local and regional reality, which must be fully considered.

PAY ATTENTION TO PRACTICABLE CONDITIONS' OBSERVATION OF LOCAL COLLEGES AND UNIVERSITIES TO ADVANCED EDUCATIONAL IDEA IN THE PROCESS OF ASSESSMENT

Advanced ideas are the main supporting to guarantee educational teaching action, pay attention to whether there are advanced ideas or not in the process of assessment. The specific measures of observing whether to reflect these ideas or not includes the following aspects.

Pay attention to whether the teaching is transforming from the imparting of certain knowledge to cultivating of skepticism and judgment abilities

Higher education is the important way to promote students to study indirect experiences, transfer scientific knowledge. In the modern society, risk is everywhere, and risk has higher uncertainty, manifesting time hysteretic nature and sudden nature of happening, thus the knowledge of dealing with the risks becomes uncertain. It is the important problem to flexibly apply learned knowledge, deal with sudden accidents and risks and immediately deal with practical problem, so the higher education should make relevant revolution.

Therefore, the personnel cultivation of local colleges and universities should observe theory and patterned knowledge which is helpful to cultivate conscious abilities of resisting social risks, moreover, after questioning make objective judgment and choice. Judge which are the core problems to the happening of problems and risks, which are the main aspects to core conflict, on the basis of time how to orderly solve these problems, which methods can better deal with these problems and reduce the happening of negative effects to these problems.

Pay attention to whether cultivating students' adaptability is regarded as the important contents

It is the social function of education to equip students with regulations, knowledge and skills that the future social roles need.^[6] The educational system is to cultivate personnel through certain standard and make students adapt pre-confirmed standard and module, finally adapt some certain roles. But the society is quickly changing, the original standards designed by colleges and universities may be powerless, the modeled and stable skills may look helpless, so the cultivating of students' adaptability looks important, it is the effective methods to adopt scene teaching model and gain experiences from the activities of teaching situation with questions.

Pay attention to the cultivation of students' teamwork spirit and dedication spirit

Education can evoke people's consciousness and responsibilities of actively taking part in public affairs.^[7] In the modern society, many problems have versatility and uncertainty, and the teamwork and dedication spirit in the process of cooperation is the important guarantee of solving these problems, and these spirits are closely related with the education of colleges and universities.

ENCOURAGE SOCIAL POWER TO ACTIVELY TAKE PART IN ASSESSMENTS, DEVELOP THE INDEX SYSTEM RESEARCH OF PARTICIPATION IN HIGHER EDUCATIONAL ASSESSMENT BY SOCIETY

Who assess, is it educational authorities or the whole society? Is it the assessment in certain time and cycle or in long-term and normal time? Which persons consist of assessment experts? Who formulate the index system of assessment? All the problems need consideration.

Although the charge authority formulates detailed assessment index, the assessment is not the only thing of educational charge authority, besides the colleges and universities self-assess and national educational authorities participation, it is the tendency to expand the assessment power of social participation and encourage social powers to jointly participate.

The diversified needs of society to higher education require society to assess and supervise the higher education. The diversified societies put forward diversified needs to personnel cultivation, and put forward higher requirements to knowledge and skills level, meanwhile higher education becomes popular, the diversified development of personnel cultivation is the future tendency. Adapting the diversified needs from different persons to higher education has become the important foundation of higher education's rapid development. The extensive regions and different natural conditions make the economic development of different regions in China present obvious regional characteristics, including the influences of historical reasons and resources, the regional development presents diversified needs to higher education. The diversified education of local colleges and universities is the power resource of local economic development and improvement.

The multiple resources of higher educational funds requires societies to participate in educational assessment and supervision. The resources of higher educational funds are multiple, including the investment of students, family and society and the government support. The educational investors pay much attention to the results of education, they participate assessment and supervision of higher education, and they have stronger consciousness, and the feedback of assessment situations from them are more direct.

That social participation in the assessment and supervision of higher education is the common development tendency of higher education all over the world. With the formulation and implement of Reformation and Development Plan Outline of National Long-term Education (2010-2020), the wideness and profundity of Chinese social participation in the management of higher education will gain greater development^[8].

PAY ATTENTION TO THE IMPLEMENT OF CAMPUS ASSESSMENT'S OPERATIONAL AND SPECIFIC MEASURE

Pay attention to the function of colleges' and universities' daily self-assessment and the standardization and normalization of campus self-assessment. It is helpful to strengthen the supervision of teaching quality through assessing teaching by students and other colleges or universities and supervising and other measures. Teaching offices, supervision office, employment guide center and other related departments should promote communication activities of teaching information in time, provide correction and consultation information for class teaching steps in time.

Pay special attention to practical teaching and combination practices of studying and research in the local colleges and universities in the process of assessment. Assess the combination's powers and effects between universities and the studying and research of society, require colleges and universities equipped with stable practice teaching bases, scientific and ordered combination measures are needed between the universities and practical bases, fully realize the technical resources, intellectual resources and devices sharing, have information communication feedback system, have communication among personnel, teachers and enterprises employ each other, the teachers in the colleges and universities actively participate the training of enterprises' employees, strength the adjustment abilities of employees. If the employees enter into colleges and universities with the practical problems of enterprises, they show the true problems in the process of practices, they practice with true problems, thus all students can face directly the requirements of enterprises, and colleges and universities are provided with views and environments of open practical teaching, the combination of teachers and enterprises expands the professional abilities of students by the rapid speed and satisfies the requirements of enterprises.

In the process of assessment, students' employment situations and students' adaptation ability and development potentials after employment gained by investigation are regarded as the most important index, also is regarded as the references of adjusting the contents and direction of educational teaching.

In the assessment, it is important to include new opinions and new methods. Take "monitoring evaluation" for an example, the evaluation is based on predetermined goals, through consistent collection, dynamic tracking and objective^[9], consequently the assessment result can be more objective and reasonable.

While regulating the process of assessment, deal with the documents of assessment to provide references materials for normally and effectively starting assessment.

CONCLUSION

Assessment is the important measure to improve the personnel cultivation quality of local colleges and universities, through knowing the reflection on quality assessment's macroscopic standards of personnel cultivation in the local colleges and universities, observe whether colleges' and universities' running reflects the reality and development direction of higher education or not, and provide idealized imitation goal for the running of colleges and universities, encourage societies to actively participate the quality assessment of personnel cultivation, pay attention to the implement of advanced teaching ideas and operationally specific measures of campus assessment. Finally the assessment of local colleges and universities can certainly realize that assessment promotes construction, and certainly promote the goal of improving personnel cultivation quality.

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