

# Research on the reform of talent training mode and quality improvement in Universities under the background of "moral education and talent cultivation"

Xiuli Du

School of Finance Nanjing University of Finance and Economics, Nanjing, China

---

**Abstract:** Based on the general requirements for the construction of the standard "new engineering, new medical, new agricultural and new liberal arts", and facing the major strategic needs of the country and Jiangsu Province as well as the economic and social development, this paper comprehensively and comprehensively discusses the reform of talent training mode and quality improvement in colleges and universities under the background of "building morality and cultivating people", and proposes that colleges and universities should take five major education modules, including party building guidance, ideological and political education, professional teaching, scientific research education, and student management, Build a talent training model of "Five dimensional Integration", and then promote colleges and universities to realize the fundamental task of cultivating moral and human resources, and cultivate college students of the new era with all-round development of moral, intellectual, physical, artistic and labor.

**Keywords:** Personnel Training; Morality Education; Quality Improvement.

---

## 1. Introduction

The National Conference on Ideological and political work in Colleges and universities stressed that it is necessary to adhere to moral education as the central link, to run ideological and political work through the whole process of education and teaching, to achieve the whole process of education and all-round education, and strive to create a new situation for the development of higher education. Every class of professional courses is full of harvest, including the improvement of knowledge system and professional skills, and the baptism of Ideological and political education and the establishment of great ideals. In February 2021, the people's Government of Jiangsu Province issued the construction plan of Jiangsu high level University (2,021-2,025), which proposed to accelerate the connotative development of Jiangsu higher education and constantly improve the ability and level of colleges and universities to serve high-quality development. Among them, the innovation of talent training mode is one of the most important contents of the connotation development of colleges and universities.

Jiangsu province is recognized as a large province of higher education, with 145 colleges and universities, including 56 undergraduate colleges (33 provincial). For a long time, the provincial education authorities and universities have attached great importance to the reform and quality improvement of talent training mode, and the reform of training mode has made great progress, which has played a catalytic role in improving the quality of graduate talent training. At the same time, the academic circles are also exploring the problems, causes and paths of talent training mode reform. The talent training mode of each university has both common and unique characteristics, but there is no consensus and unified action in the provincial higher education system, especially the construction of high-level universities puts forward new requirements for talent training mode. Under the background of moral education, it has become an important topic for the construction of high-level

universities to build a scientific and reasonable training mode that adapts to the law of talent development.

## 2. Research Status and Literature Review

In 2020, the Ministry of Education issued the guidelines for the ideological and political construction of courses in Colleges and universities. The document stressed that the ideological and political construction of courses should be taken as a strategic measure to implement the fundamental task of moral education and the important task of comprehensively improving the quality of talent training, and clarified the objectives and contents of the ideological and political construction of courses.

Wang Heyan et al. (education and teaching forum, 2,013) believed that "cultural and scientific infiltration" is a comprehensive quality education combining science and education to invigorate the country and talent power, which is the basic requirement of the future society for talents. They suggested that in the process of building a high-level university, it is necessary to strengthen the training mode of "infiltration of Arts and Sciences". Bian Feng (teaching research, 2,014) believes that the reform of talent training mode is an important guarantee for improving the quality of higher education. In order to improve the quality, the reform of talent training mode in Colleges and universities should focus on four aspects: improving the enrollment education guidance, promoting the self-regulation ability of students, adhering to learning for application, and building a scientific evaluation system. Cheng Guangwen and Gong Yuan (China University education, 2,015) believed that colleges and universities should follow the diversified talent training mode reform of "combining points and areas, promoting areas with points, highlighting personality", aiming to promote personalized training of students and meet the talent training needs of different goals. Among them, "face" refers to comprehensive, holistic and school wide reform, taking into account the overall situation and reflecting the breadth; The

"point" is part of the pilot, to achieve specific training goals and carry out small-scale reform, highlighting the key points, reflecting the depth; "Personality" means to vigorously promote the personalized training of students, promote the personalized development of students, coordinate and complement each other, and have a clear goal, and strive to cultivate high-quality innovative talents with characteristics.

Cheng Jianping and Shen Jianhua, Zhang Guihua and Shi Qinghui (education and teaching forum, 20,162,017) respectively considered the reform of talent training mode of local colleges and universities from the perspective of economic new normal and supply side structural reform. It was concluded that China's colleges and universities have completed the three historical tasks of "scale expansion, discipline layout and campus construction", and quality improvement and connotation development will become the development theme; It is suggested that local colleges and universities should seize the opportunity, take informatization and internationalization as the starting point, deepen education and teaching reform, aim at the development of local economy and industry, strengthen the characteristic advantages, and provide human and intellectual resources for sustainable and stable economic development. Zheng Wen (exploration of higher education, 2,018) pointed out that the reform of talent training mode is the primary problem of talent training in Colleges and universities, but the emphasis on mode rather than mechanism restricts the deepening of talent training reform. He suggested that we should innovate the talent training mechanism in Colleges and universities, improve the overall design of talent training, so as to enhance the power of talent training. Ji Linzhang and Huang Qun (university education, 2,019) believe that local colleges and universities should make clear the target of talent training, based on their own characteristics, combined with the needs of local economic construction and development, with social needs as the goal, with professional practical ability training as the core, to optimize the talent training mode.

Xue Yong (China higher education, 2,020) believes that local colleges and universities should integrate production and education, combine the needs of regional industrial transformation and upgrading and innovation driven development, and carry out new changes in talent training. In the talent training mode, it realizes the deep integration of specialty and industry, the deep integration of curriculum and enterprise practice, the deep combination of evaluation and goal, and the deep combination of system and exploration. Huang Sunqing (high education journal, 2,021), Lin Xiuzhou and others (education and teaching forum, 2,021) pointed out that after practical exploration, the "innovation and entrepreneurship" training mode can effectively improve the quality of talent training. The former advocates the innovation and Entrepreneurship Talent Training Mode Reform of deepening the integration of industry and education as the main axis, building the discipline professional cluster and innovation and entrepreneurship education system of the industrial chain and innovation chain, forming the innovation and entrepreneurship teaching mode of "three-dimensional interaction"; The latter advocates that local colleges and universities should be guided by local needs, clarify the internal links between the five elements of teaching, scientific research, practice, innovation and entrepreneurship, adhere to professional characteristics, and establish a five in one "innovation and entrepreneurship" talent training mode.

### **3. The Theoretical Analysis of Personnel Training Mode**

Talent training mode is an educational teaching mode selected or conceived to achieve certain educational goals under certain school conditions. It is a way of talent training at the school level around talent training goals, curriculum programs, teaching models and other aspects. In the construction of talent training mode, colleges and universities are the main body, and the government and society participate. However, from the perspective of external forces to promote the talent training mode, the government should not only play a role in participation, but also play a regulatory role through mechanisms. In the process of realizing the goal of talent training, colleges and universities should reflect the functional principles of the talent training system and the mutual influence and restriction of various units in the whole system. The system unit here can be the higher education system unit and relevant elements involved in talent training, such as the government, enterprises, etc., or the internal unit of the school, such as colleges, teachers, etc. In this system, governments at all levels and colleges and universities can exert influence on talent training, which is reflected in a series of supporting institutional arrangements of different levels, main bodies, scope and content. Graduate talent training mechanisms can be divided into different levels and types. The reform of talent training mode is the core, and the talent training mechanism is the guarantee. The construction of talent training mechanism must focus on the needs of talent training mode, and with the deepening of talent training mode reform, it is constantly "broken" and "established."

The talent training mode reflects certain educational thoughts and concepts. It is the way to cultivate ideal talents and the embodiment of theory; The talent training mode is operable and is the standard mode of talent training, but it is not a simple summary of specific technical skills or practical experience. The talent training mode is a complex of many elements and a dynamic organization with many links interwoven. It involves many elements such as training objectives, professional settings, curriculum system, education evaluation, and many links such as the development of objectives, the implementation of training process, evaluation, and improvement of training.

There are levels of talent training mode. The highest level is the mode that dominates the whole education system, such as the quality education mode, the generalist education mode and the professional education mode; The second level is the training mode advocated and practiced by colleges and universities; The third level is the unique training mode of a major.

### **4. The Construction of Postgraduate Talent Training Mode with Moral Education as the Core Value**

Moral education is the fundamental task of talent training in Colleges and universities, and it is the fundamental standard to test all work in Colleges and universities. Among them, strengthening the construction of the party is the soul of moral education; Strengthening ideological and political education is the "key point" of moral education; Promoting the "quality improvement" of education is the "foundation" of moral education; Strengthening scientific research is the foundation of moral education; Strengthening the

management of students is the "key" of moral education. Based on the party building guidance, ideological and political education, professional teaching, scientific research and education, student management and other work of Jiangsu province's "peak plan" construction colleges and universities, explore the construction of the graduate education level "five dimensional one", mutual integration of talent training mode theoretical system, so that the Party building guidance has a hardness, ideological and political education has a height, professional teaching has a depth, scientific research and education has strength, student management has a temperature, To improve the quality of graduate talent training in Colleges and universities with moral education as the core value.

First, the "morality" established by colleges and universities is the communist ideal and socialist belief, which is Ming Dade, public morality and strict private morality; The "people" established are qualified builders and reliable successors of socialism with Chinese characteristics who are red and professional, have both moral and talent, and are all-round development. It is a political task for colleges and universities to establish a moral soul in the process of personnel training.

Second, ideological and political education, fundamentally speaking, is to do the ideological work of students. To do ideological work, we should change it according to the situation, advance it according to the times, and innovate it according to the situation. In the process of talent training, colleges and universities build a full, full and all-round education pattern, so that ideological and political work plays a key role in the process of moral education.

Third, talent training should follow the law of teaching and education, and the law of students' growth. In the process of talent training, colleges and universities should do a good job in professional connotation construction, pay attention to the quality of classroom teaching, strengthen the construction of teachers 'team, improve the quality of teaching materials and improve the evaluation system.

Fourth, scientific research is the source of teaching, and teaching is the invisible power of scientific research. It is a common phenomenon in Colleges and universities to attach importance to scientific research and despise teaching. In the process of talent training, colleges and universities should promote teaching by scientific research, and transform teachers' scientific research results into classroom effects. It is the foundation work of training mode reform and quality improvement.

Fifth, the management of students is "to be taught for a while, and to lay a foundation for a lifetime." in the face of complex changes in the domestic and international environment, in the process of student management, the university departments and counselors should continue to improve the old methods, follow the good methods, and explore new methods. The continuous improvement and exploration of student management methods in Colleges and universities are the realistic requirements of improving the quality of talent training in Colleges and universities.

## 5. Concludes

The construction of Universities under the "Summit Plan" will become the forerunner, explorer and leader of higher education reform in Jiangsu province; To reflect the general direction and general goal of the national "double first-class"

construction, it is necessary to combine the reality of Jiangsu, according to the existing foundation and conditions of Jiangsu higher education, follow the law of higher education development, and determine the ideas, strategies and paths for promoting. Therefore, the research and practice of talent training mode reform and quality improvement in Colleges and universities of high-level university construction in Jiangsu province plays a leading role in Colleges and universities in the province, and has promotion value in the national higher education system.

Based on the general requirements of the construction of "new engineering, new medical, new agricultural and new liberal arts", facing the major strategic needs of the country and Jiangsu Province as well as the economic and social development, this paper comprehensively and comprehensively studied the reform and quality improvement of talent training mode in Colleges and Universities under the background of "moral education", and proposed that colleges and universities should take the lead of Party construction, ideological and political education, professional teaching, scientific research education, student management and other five education modules, To build a "five dimensional one" talent training mode, so as to promote the fundamental task of moral education and cultivate students in the new era.

## Acknowledgments

Supported by "Research on policy speculation and stock market dynamics under the constraint of limited attention of investors, key project of Jiangsu social science foundation", (Project No. 19EYA001); "Research on the dynamic mechanism and strategy optimization of government intervention affecting the stock market from the perspective of investor attention distribution, major project of philosophy and social sciences research in Jiangsu Universities", (Project No.: 2019SJZDA062); "School level teaching reform project of Nanjing University of Finance and Economics" (Project No. JGY2001025).

## References

- [1] Wang Heyan, Zhang Zhishun, Xu Xiaoyu. Analysis of the current situation of China's university talent training mode and reform approaches [J]. education and teaching forum, 2,013 (52): 49-50.
- [2] Bian Gaofeng. On the reform of talent training mode in Colleges and universities [J]. Jiangsu higher education, 2,014 (06): 93-94.
- [3] Cheng Guangwen, Gong Yuan. Research on the reform of talent training mode of local colleges and universities for the industry [J]. China University teaching, 2,015 (11): 31-34.
- [4] Cheng Jianping, Shen Jianhua. Reflections on the reform of talent training mode of local colleges and Universities under the new normal economy [J]. education and teaching forum, 2,016 (51): 209-210.
- [5] Ji Linzhang, Huang Qun. Reflections on the applied talent training mode with professional practice ability as the core [J]. university education, 2,019 (07): 162-164.
- [6] Tengyue, Zhou Yu. Research on the training mode of financial professionals in Application-oriented Universities under the new economic situation [J]. East China Science and technology, 2,022 (08): 138-140.
- [7] Lin Xiuzhou, He Gang, Cui Xuejun, Yang Qiaoling Strengthening the exploration of "entrepreneurship and innovation" undergraduate talent training mode with professional characteristics [J]. education and teaching forum, 2,021 (23): 161-164.