

Study on Employment-oriented Professional Dynamic Adjustment Mechanism

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Abstract: Under the influence of the epidemic situation and the global situation, the employment of college graduates has encountered an unprecedented cold current, and the situation is very serious. Although there is a certain relationship between the reasons and the general environment, the mismatch between talent training and social needs should not be ignored. This paper analyzes and discusses the main problems existing in the major of colleges and universities, the necessity of dynamic adjustment of undergraduate majors, and how to construct the system and mechanism of dynamic adjustment of specialties in Colleges and universities.

Keywords: Colleges and Universities; Specialty Setting; Dynamic Adjustment.

1. Introduction

In recent years, the difficult employment of college graduates is not only an urgent problem for universities to solve, but also a hot issue that attracts wide attention and attention from the society. This year in particular, due to the impact of the novel coronavirus pneumonia epidemic and the intensifying international economic and trade frictions, unilateralism is constantly rising, and the employment of college students has encountered an unprecedented cold snap. As for the reasons, one of the main reasons is the impact of economic development mode. With the advancement of industrialization and urbanization, the proportion of the primary and secondary industries is decreasing, while the proportion of the tertiary industry is increasing. The second factor is the quality of university talent training. China's higher education has already entered the stage of popularization, there are nearly 7 million college graduates every year, but some employers think that the current college graduates are not strong practical ability, the sense of teamwork is poor. The third is the problem of college students' employability and employment concept. In college, students have unreasonable time allocation, almost no career plan, lack of self-confidence, and lack of their core competitiveness. Such students, in the fierce job market, it is difficult for employers to find and hire. Employment perception is a more complicated issue.

Under this background, it is particularly important to speed up the adjustment of college majors and establish the dynamic adjustment mechanism of college undergraduate majors with the orientation of employment. On the one hand, through the establishment of dynamic adjustment of majors, timely warning and withdrawal, the enrollment reduction and suspension of the majors with low employment rate, low employment level, weak professional teachers and low social recognition can improve the professional institutions of colleges and universities, optimize the allocation of resources, highlight the characteristics of running a school and improve the quality of talent training. On the other hand, with the continuous improvement of the country's innovation ability and comprehensive national strength, some emerging industries such as quantum communication, big data and cloud computing have emerged at the right time, which puts

new requirements on the talent training of colleges and universities. Some traditional majors must be withdrawn due to their inability to meet the needs of modernization. Instead, emerging majors should accelerate their development and timely make up for the shortage of the slow cycle of talent training, so as to meet the contradiction between supply and demand in the new market and solve the problem of "difficult employment" in colleges and universities.

2. There are Outstanding Problems in the Specialty Setting of Colleges and Universities

2.1. College Specialty Setup is not Forward-Looking

In recent years, there are some common problems in the specialty setting of colleges and universities. For example, the rapid expansion of enrollment of some relatively "popular" majors has led to a decline in the quality of talent training and an oversupply of talent training. While some so-called "unpopular" majors have reduced or stopped enrollment year by year due to a small number of applicants, resulting in the inability of employers to recruit suitable talents. At the same time, the social service functions of some colleges and universities cannot be well reflected, which makes the connection between colleges and universities serving society and promoting regional economic development not close enough, and the professional Settings cannot meet the needs of social and economic development. As we all know, personnel training is a long-term and periodic process, so the professional setting must be forward-looking. With the popularization of the application of big data, Internet, cloud computing and quantum communication technology, colleges and universities should keep up with the trend of The Times and timely deliver specialized talents conforming to social and economic development to the society to avoid the embarrassing situation that no one is available due to the emergence of new industries.

2.2. The Professional Orientation in Colleges and Universities is Not Clear

At present, many colleges and universities still have the

problem that there is a deviation in the orientation of majors. In order to maximize the benefits of running a school, some colleges and universities pay close attention to the current popular majors, and blindly recruit teachers without necessary demonstration and rational analysis of the existing strength and characteristics of running a school, and start quickly. As a result, the quality of talent training has seriously declined, and students do not have enough professional ability to engage in relevant industries after graduation. For example, in recent years, accounting, finance and other financial majors due to the low cost of running a school, the society is more favored, and so on, various colleges and universities have started. According to incomplete statistics, 80% of domestic colleges and universities have accounting, finance and other majors. This "swarm" approach has made it more difficult to find employment.

2.3. College Majors have "No Special Characteristics" and "Difficult Advantages"

After a long process of running a school, each college and university has basically formed its own unique characteristics of running a school, which is the result of long-term accumulation and is very precious. However, due to the blind pursuit of the so-called "hot" majors, leading to the uniform professional Settings of colleges and universities, "characteristics are not special", "advantages are difficult to be superior". Many "disadvantage" majors, although the decision makers of colleges and universities have understood or insight cannot adapt to the needs of social and economic development, but consider the reality of teacher adjustment and placement, the integration of related teaching facilities and a series of problems, leading to prefer to maintain this rather than stop recruiting, resulting in a great waste of educational resources. Like the transformation of social and economic development, at present, colleges and universities have the same major problems of further optimization of professional structure and further adjustment of professional layout.

2.4. Many Colleges and Universities Still Lack Interdisciplinary Majors

At present, the vast majority of colleges and universities in our country mainly focus on the talent training mode of single discipline, and lack of interdisciplinary majors. Interdisciplinarity refers to the new discipline which emerges from the cross, fusion and penetration of different disciplines. It can be an emerging discipline formed by the intersection between natural sciences and humanities and social sciences, or an emerging discipline formed by the intersection of different sub-disciplines within natural sciences and humanities and social sciences, or a new discipline formed by the intersection of different sub-disciplines within technical sciences and humanities and social sciences. The development of modern science, especially the major discoveries in science and the solution of major social problems in the national economy and people's livelihood, often involve the intercrossing and interpenetration of different disciplines [1-3]. The setting of interdisciplinary disciplines can not only provide the quality of talent training, but also better meet the market demand for talents. In August 2020, the National Graduate Education Conference decided to add "interdisciplinary" as a new discipline category. In other words, it will become the 14th discipline category in

China. Interdisciplinary integration is an inevitable trend of future scientific development and an important driving force to accelerate scientific and technological innovation. It can be imagined that many universities with mature conditions will set up interdisciplinary disciplines in the near future.

3. The Necessity of Dynamic Adjustment of Undergraduate Majors in Universities

3.1. Solve the Contradiction between Slow Training Cycle and Market Demand

Due to cyclical and timely reasons, it is difficult to harmoniously match the professional setting and personnel training of colleges and universities with society and employers, resulting in fundamental contradictions. If the specialty setting of colleges and universities only considers the current "hot" or "fashionable" majors, it will cause the waste of educational resources and the lag of personnel training to a large extent. The dynamic adjustment mechanism of majors oriented by employment goal is fundamentally to take market development as the core and social demand as the goal, and dynamically optimize the layout of majors. Through the dynamic adjustment of majors, on the one hand, it fully reflects the development concept of "student-centered", and meets the personalized development of students and the improvement of comprehensive quality. Students can choose the major suitable for future development according to their own interests and personal wishes, so that the major setting and enrollment can be made according to the market demand and students' self-choice as an important factor. On the other hand, colleges and universities should fully determine the layout and planning of majors according to the comprehensive factors such as graduates' employment tracking feedback, employer satisfaction, market demand research, experts, scholars and education authorities' demonstration, and consider the positioning of colleges and universities and talent training goals, and give priority to the development of specialties. At the same time, it should speed up the adaptability of college majors to social needs, gradually stop recruiting majors that are difficult for students to find employment, poor social response and low matching degree of market demand, and actively encourage and support majors that are required by strategic emerging industries, so as to resolve the contradiction between professional construction and slow personnel training cycle and market demand.

3.2. The Dynamic Adjustment of Majors Can Ensure the Sustainable Development of University Disciplines

It is the independent right of colleges and universities to set and adjust disciplines and majors independently. For this reason, some problems have been highlighted in the construction of majors. First, there is repetition in the setting of majors. In recent years, many colleges and universities blindly set up the so-called popular majors in order to pursue the interests of controversy, which leads to the repeated setting of majors. This kind of convergence will lead to the establishment of multiple identical or similar majors, resulting in the waste of educational resources, the decrease of school enrollment, the diversion of high-quality students, unable to form a scale effect, thus affecting the quality of the

whole school. Second, the professional structure is unreasonable, "popular" and "unpopular" are relative, "popular" professional after a few years, the number of talents tends to saturation, the market demand declines; The "unpopular" specialty should train a small number of people, unable to meet the market demand, resulting in more vigorous market demand. Therefore, majors must be forward-looking and dynamically adjusted in real time. The establishment of dynamic adjustment mechanism of majors is of great significance to the optimization of major structure, the improvement of talent training quality, the improvement of students' comprehensive ability, and the maintenance of sustainable development of the university. It is an important measure to solve the homogenization and low heterogeneity of college majors and the increasingly prominent structural contradiction of college students' employment.

4. Establish a Dynamic Adjustment Mechanism for Majors Oriented by Employment Goals

4.1. Comprehensively and Objectively Evaluate the Employment Situation

Most colleges and universities generally take the initial employment rate (as of August 31 of the same year) as an important reference object when calculating the employment situation of graduates, because colleges and universities consider the initial employment rate data to be more authentic and reliable. However, from a global perspective, the initial employment rate data is one-sided. The employment rate can only reflect the number of students employed and the market demand for the major, but it cannot well reflect the quality of students' employment. Therefore, universities and colleges should take the final employment rate (as of December 31 of the year) as the reference data, and at the same time carry out employment tracking surveys among graduates and employers, focusing on the analysis of majors and graduates with good market demand and development prospects, and providing important references for the university decision-makers to optimize and adjust their majors according to the survey feedback.

4.2. Establish a Comprehensive Early Warning System

The employment of college graduates is a systematic project, which needs the joint efforts of the government, society, colleges and universities, families and graduates. Based on this, the establishment of a complete and scientific graduate employment dynamic indicator system needs the joint efforts of many aspects, rather than relying on the university level to promote. The government should further explore employment resources, employers should accurately provide employment needs, and constantly strengthen the improvement of employment policies, employment system and mechanism, and the construction of employment information feedback loop, so as to provide necessary conditions for the establishment of a scientific and systematic employment dynamic mechanism. Colleges and universities should systematically understand the employment situation of graduates, carefully analyze and judge the employment situation and market demand. Social employment service departments should strengthen communication with employers and colleges and universities, build a big data

network of graduates' employment that integrates society, colleges and markets, and share relevant data in a timely manner, so as to establish a comprehensive, immediate and scientific dynamic early warning system. Establish the quality early warning system of graduates. Good psychological quality and moral quality will increase the chance of job seekers to win, therefore, the psychological activity process and moral quality of graduates in the job selection and employment are also the key monitoring indicators of college employment. Colleges and universities should strengthen the psychological quality of graduates, the ability to withstand pressure, moral conduct, job hunting mentality and other aspects of the investigation, according to their comprehensive quality, job intention, salary expectations and their own defects and other indicators to establish job hunting mental health files, job hunting psychological pressure, anxious graduates should be timely psychological intervention, strengthen communication and psychological counseling. So as to establish the confidence of graduates in employment.

4.3. Broaden the Access to College Graduates' Employment Information Channels

At present, there are some difficulties and obstacles in obtaining the employment information of college graduates. The main performance is as follows: the employment information of most colleges and universities is relatively closed, serving only the graduates of the university, and other colleges and graduates cannot browse or even participate in the employment. The employment information provided by talent employment agencies in the society is mixed, and many graduates dare not participate too much in the job market of social institutions. As a result, the transmission of employment information is not smooth, and it is difficult for colleges and universities to comprehensively understand and judge the supply and demand of talents in the market. The government needs to vigorously promote the social employment agencies recognized and promoted by the education department is the top priority of the current work. This kind of employment agencies have high integrity, good service, and can effectively help graduates provide employment consultation and guidance, and should be included as an important source of employment information for college graduates. At the same time, in the process of dynamic adjustment of majors, colleges and universities should take the initiative to absorb the active participation of social third-party organizations, related industry associations and other organizations, whose employment and professional adjustment suggestions are of great benefit to the professional construction of colleges and universities.

4.4. Optimize the Withdrawal Mechanism of Majors

For those majors with persistently low employment rate, low employment level, weak professional teachers and low social recognition, school education authorities should strengthen supervision, issue early warnings in advance, and organize experts to re-evaluate the major. In terms of professional withdrawal, it should be steadily solved step by step, and a "one-size-fits-all" model should not be adopted, and a variety of exit methods should be chosen according to the specific circumstances of the major. Some colleges and universities have to quit a major, but due to the influence of many factors, delay and decide, thus affecting the development of the whole school. Therefore, we must

strengthen the supervision of government departments and society, and at the same time scientifically design and implement the placement work after the withdrawal of a major.

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