

## **Training System Construction of Industrial Management Talents under the Background of Chinese Society**

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**Keywords:** well-being; talents training; aging society; CBE model;

**Abstract:** The aging of the population has become a worldwide problem. Countries adopt different ways and methods to actively respond to the challenges of aging. The most important thing to promote the well-being of the elderly is to train a large number of industrial management talents, and establish a talent training system for the well-being of the aged under the background of Chinese society based on the characteristics of China's social, economic, educational characteristics and the well-being of the elderly.

### **1. Introduction**

China has entered a rapid aging society. By the end of 2020, the number of elderly people in China will reach 300 million. Their pension problem will be directly related to their family and social stability, harmony and the well-being of the people. China's 13th Five-Year Plan clearly will develop the aging and aging industries as an important measure to deal with aging and meanwhile the development of well-being is in need of a large number of social well-being talents.

First, the basic concept of definition

### **2. Definition of Aging Society and Social Well-being**

Aging society means that the proportion of the elderly population over 65 years of age to 7% or 60% of the population over the age of more than 10%. China began to enter the aging society in 2000 and by the end of 2020 China's aging population will be expected to reach 3 million, accounting for 12.8% of the total population.

Well-being refers to the state that people feel happy and peaceful life. Social well-being refers to the right for individual citizens who have material and spiritual participation ability in social life and enjoy life protection provided by the state or public power. It is concerned about the state of happiness and satisfaction, emphasizing the people's protection of harmony, equality, dignity, rights. Social well-being is the sign of advanced countries and the inevitable trend of human social development.

Managing well-being talents refers to the senior applied management personnel who understand, operate and innovate in the field of well-being industries such as health and pension. In Japan and other advanced countries, there is a complete personnel training system formed by four levels including specialist, master, bachelor and Ph.D. With the arrival of rapid aging of our country, the living conditions of the elderly will have a significant impact on their families and society as a whole. Our government has issued a series of policies. On one hand, we should increase investment in pension careers. On the other hand, we strongly advocate the socialization of social welfare and attract all kinds of social capital and even foreign capital to invest in our old-age industry. In this environment, China needs a large number of innovative talents who have management knowledge of well-being industry to master the laws of operation and have rich management theory and practical experience to promote the rapid development of the pension industry. The total of talents gap reached 20 million people. China's aging social problems and countermeasures have been written into the national "13th Five-Year Plan ". Speed up the training of industrial talent is an important measure to respond to aging problems and to protect people's livelihood.

### **3. The Characteristics of Talents in Managing Well-being**

Psychological quality and values. Under the background of aging in our country, the well-being practitioners are facing elderly people which have the problem of poor self-care ability and they need more care and attention. The well-being workers must have enough patience, love and positive personalities and "helping others", "altruistic" values, which are the most important quality as "well-beings" and are premise and foundation in the pension industry. Without this quality, you are not qualified as a managing well-being talent and it is impossible to do this business.

Professional knowledge. The managing well-being talents as good managers, must have a comprehensive strategic management ideas, theories and methods to master human resources management, capital resource management, marketing, all kinds of operation and management of the relevant professional knowledge. At the same time as the professional well-being talent, they must master the modern society and well-being theory, the organization's operating laws of well-being and other professional knowledge. Third, in the background of information technology, managing well-being talents should also know Internet technology and big data processing technology.

Professional skills. Managing well-being workers are required to continuously innovate in specific tasks. External, in a rapidly changing market competition in time they should seize market opportunities and improve the organization's operating efficiency. Internal, they should effectively improve the efficiency of organizational operations by means of human resources management, property management, production operations management and so on.

Physical quality. Social well-being workers need to visit the market and do a large number of social researches. They often need to enter the nursing home and other service agencies so that it is necessary for them to have good physical qualities in order to deal with the enormous psychological and physical stress.

### **4. The Training Model of Talents in Managing Well-being**

Talents training model is more stable structure state and operation mechanism under the guidance of a certain educational philosophy to achieve a certain training objectives. In other words, it is the training objectives, specifications, the path and means of realization of talents training.

According to the system theory, a university in the social system to survive must cultivate qualified graduates to meet social needs. Therefore, the University should seriously do an important job that is marketing. The first step is to conduct market research and to fully understand the employer's demand for talent specifications and standards.

CBE (Competency-Based Education) refers to the "ability-based" education model. This model stems from the successful experience of Canadian vocational and technical education reform. Before establishing the curriculum system, it is important for the university to conduct extensive research and in-depth analysis of the job market, job opportunities and special skills required and to conduct personnel training design based on the necessary knowledge and ability of the specific post work after graduation. Its core idea is talent training process according to the needs of the market planning. According to the CBE talent training concept, we can use the "inverse deduction" in similar geometries to reverse the demand of the well-being industry for the operation of well-being talents as the starting point to deduct our talent training model. The idea is in Figure 1.

As shown in Figure 1, first of all, the work group analysis of the student job and clear objectives of the competency model of job quality must have the standard in awareness, attitudes and actions aspects. Then in accordance with the requirements of the organization of expert committee conduct teaching design, including the training objectives, teaching methods, curriculum programs and syllabus design at all levels of the teaching process, in particular the establishment of modular student knowledge and skills training system. Breaking the traditional education "knowledge-based, subject-based" thinking makes higher education closer to the business management practice.

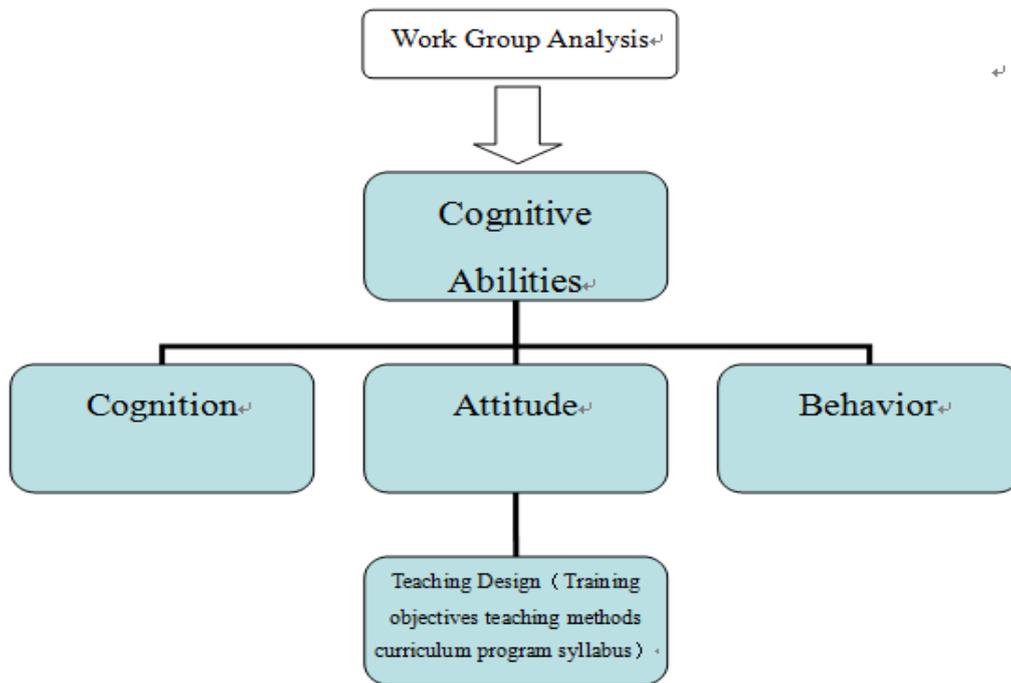


Figure 1 Training model of managing well-being talents based on CBE

First of all, we should make clear that the professional training of managing well-being talents who are the senior management personnel can understand and management in the health and well-being industry. The employment orientation is related to various kinds of old-age welfare organizations. The employment group is the various types of management positions in social welfare fields. The competency characters of a qualified managing well-being talent require that the incumbent should have all aspects of business management knowledge and expertise in the area of old age well-being, as well as knowledge of Internet theory and application. In the aspect of attitudes, managers must have selfless love, altruistic values, and positive, optimistic personality characteristics, and this value within his specific work in the internal driving force when they access to well-being industry. According to action, although the object of the operating well-being professional training is the senior managers training, this does not mean that after graduation anyone can be an executive in an organization, they are required to start from the grassroots level to comprehensively grasp the ability of various management practices, including the first line of care technology and the elderly psychological counseling, helping for excellent well-being industry managers and even professional managers to lay a solid foundation in the future.

We will cultivate high-level application-oriented management personnel who understand and manage health and well-being industry.

We will use a variety of teaching methods, through case teaching, non-leading group discussions and the formation of the task team to change the passive acceptance of knowledge as a modular professional competence. Teaching process, including students in various types of organizations to observe the scene and personal experience, lectures in classroom, through the laboratory teaching, business practice and other aspects of the top post so that graduates can successfully adapt to the requirements of the workplace.

Robert Katz's "Three Skills of Managers" pointed out that good managers must have three basic skills, namely, conceptual skills, interpersonal skills and technical skills. According to this point of view, we put forward the following curriculum system, in order to correspond to the formation of the three major skills managers.

First, "interpersonal skills" refers to the ability to communicate effectively with others and to successfully engage with others. As a social worker, the well-being talent must have strong communication skills and the ability to help others to solve difficulties. He is good at empathy and helps the old through various effective means of communication. On the other hand, as a promoter

of organization's strategic goal, he must be an effective motivator and persuasive, through effective incentives to stimulate the well-being employees to love and devote their jobs. Corresponding courses include Organizational Behavior, Social Psychology, Psychology of Aging, Psychological Counseling, Management Communication, English and Japanese and so on.

Second, the "concept of skills" is the timely and accurate grasp of the external environment changes, capture of market opportunities, new ideas and changes from ideas into reality. The courses include Strategic Management, Marketing Management, Human Resources Management, Financial Management, Business Management Consulting, Market Research and Forecasting, Corporate Culture, Modern Society and Well-being, Gerontology, Social Work, Pension Management and so on.

Finally, "technical skills" refers to the ability of the manager to master the processes, practices, techniques and tools in a particular field of expertise. The following courses are offered to develop students' technical skills: Social Work Practice, Elderly Care Elderly Service, Network Technology, Internet and Big Data Technology.

## **5. Compilation of Professional Well-being Teaching Materials**

As the development of the welfare industry in China is still in its infancy, the theoretical system and practical standards for the formation of welfare fields have not yet been established. The textbooks of the well-being major are in need in our society. Some scholars and educators have to buy materials from abroad and translate them into Chinese, which is a process to spend a lot of time and energy. In addition, many translated contents are very different from China's national conditions. The lack of localized professional teaching materials becomes a bottleneck restricting the development of China's business well-being of talent. The best way to solve this problem is to learn from foreign countries on the basis of materials, combined with China's national conditions, according to the operating well-being of professional training objectives and characteristics, seize the time for the development of professional training materials for business well-being talents.

CBE-based business welfare training model emphasizes the students' required training skills in the practical work. Therefore, for the quality, nature and structure of teachers' team have high requirements. Cultivating the applied and skilled personnel requires teachers have sufficient practical experience. On the one hand, teachers can be arranged to practice in well-being of enterprises, so that they personally participate in the well-being of enterprise management to train their own "double-qualified" team of teachers. On the other hand, through a wide range of social recruitment, management personnel can be joined in the teaching team in colleges and universities, because these social tutors and teachers of the university have different workplace experience and ways of thinking, which can play an important role for teacher team system.

The traditional system of student evaluation is concerned with students' knowledge of theory and their examination methods are single usually the scores of students. CBE-based student evaluation system is more concerned about the cultivation and promotion of students' actual working ability. It is necessary to testify the effect of student learning from a variety of perspectives, including: ideological quality and value evaluation, master degree of theoretical knowledge and development of practical ability.

After graduation, the students will be required to obtain the qualifications of enterprise human resources management and accounting qualification. Our country will soon set up vocational qualification in the field of social welfare, such as "operating well-being talents" qualification.

Fourth, the conclusions and prospects

Social well-being is a sign of national progress and a hope for the public. It is imperative to cultivate the well-being talents with the guidance of the well-being market demand, to conscientiously study the foreign advanced educational ideas and educational modes, to combine with China's national conditions of education and to constantly develop and improve in practice, which will better serve the long-standing persistence of the aging social reality in present and future of our country.

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