

Design of Employment Tracking System for Public Administration Graduates

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Abstract. Public administration majors in universities are widely involved, which leads to a wider range of employment for graduates. However, the graduates' existing employment tracking methods ignore the information communication with the employing units and fail to feedback the employing units' shortcomings of evaluation and suggestions on personnel training methods. So, it is very important to design the employment tracking system for public administration graduates. This paper proposes a three-way linkage graduation tracking system of "university-student-employer" which can effectively promote the real-time information interaction among the three parties from three aspects of perfection, optimization and implementation, and help universities to adjust the way of personnel training timely.

Introduction

Public management majors in universities cover a wide range of areas, so the scope of employment is also more extensive. At the same time, universities are exploring and innovating. They adopt many flexible employment measures, providing a variety of employment channels and promoting the wide employment of the public administration graduates. In order to further improve the level of employment guidance and employment service, it is necessary to establish a graduate tracking system.

Current Situation of Graduates' Employment Tracking Method

Nowadays, the employment tracking of public administration graduates in most universities is limited to the excellent graduate list. It established a list for the students who have been admitted to the national civil service sequence, leaving personal telephone and network contact methods, contacting students from time to time, and understanding their employment prospects. This method of tracking graduates is limited in number and not universal. In addition, some telephone number changes are not conducive to long-term investigation. It ignores the information communication with employers and fails to timely and accurately feedback the evaluation and suggestions of employers on personnel training methods. Therefore, we must do a good job of information communication among the schools, the graduates and the employers, and establish a perfect and useful graduate tracking system.

Design the Graduates' Employment Tracking System

Sound system. Improving the graduates tracking System by diversified contact method. In view of the diversity of employment channels for the public administration students, different tracking methods can be adopted for different work units. For example, for students working in enterprises, schools use the telephone or network to establish roster contacts. Graduates who take part in civil servants or other public institutions can visit the organizational department or personnel department of their units to find out the working conditions of students because their jobs are relatively stable and their mobility is not strong. Graduates who continue to pursue further studies or start their own

businesses can provide support to their relevant industries, help their studies or careers develop smoothly, and keep active contacts with schools. They can also hold regular activities such as classmates' associations to maintain contacts among graduates, so as to facilitate schools to grasp the potential situation of students' career development.

Optimization system. Establish the network information connecting system and optimize the graduate tracking system. In the graduate tracking system, the advantage of fast transmission of network information can be brought into play, and the computer network can be used to plan, manage and make decisions on the graduate employment information tracking. Based on the database management, a multi-module application system website is constructed, which integrates school, graduate and employer. Schools can further strengthen the relationship between graduates and employers through the employers' introduction, demand information and graduates' employment dynamic function modules. Employers can publish recruitment information and graduates' use feedback in the system to facilitate information communication with schools and students. Graduates can log on the website to change their employment status and contact mode, and keep in touch with them. Connections between schools and other students.

Implementation system. Fellowship Employer Feedback and Implementation of Graduate Tracking System. At present, our country develops the community services, the social governance and the other public utilities. The employment gap is relatively large. Many universities have also established practice teaching bases. In carrying out the post practice work of students, the relevant employing units have also established a more harmonious cooperative relationship. Therefore, these employers also constitute an important part of the graduate tracking system. Universities should actively cooperate with them in personnel training, information sharing and resource utilization. Then they can understand the career dynamics of the graduates and make suggestions on the training plans and schemes for public management majors in universities. These should be taken as the important basis for adjusting the training schemes of talents, so as to maximize the practical significance of the graduate tracking system.

The main design of the system architecture is shown in Figure 1.

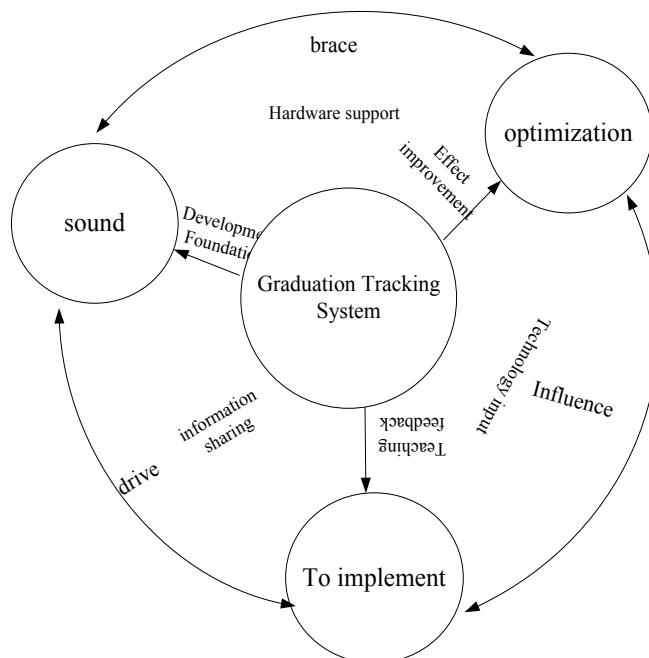


Figure 1. Graduation Tracking System

Conclusion

For a long time, due to the lack of mechanisms and information standards, colleges and universities are very weak in tracking the employment of graduates. The development of education depends on schools and society. Generally speaking, there is a long way to go in designing the final system of graduate employment for public management majors in Colleges and universities. It is necessary to raise awareness, innovate bravely, form a new situation of co-management and full participation, and ultimately promote the continuous improvement of the scientific literacy of the whole people.

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Reference

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