

The Employment System Innovation in the College and Company Cooperation

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Abstract: The excellent employees are significant to the development of the company and college. The traditional employment system inspires the working enthusiasm and initiative hardly and the talents of some employees are ignored. This paper presents a mutual employment system that defeats these defects in the traditional employment system. The new employment emphasizes the benefit guarantee of every participator and shares the talent resources between the company and college, which is a linchpin to accomplish a win-to-win between the company and college.

1. Introduction

The cooperation between the higher vocational college and company is encouraged by the government always and is an effective method to educate the enough excellent graduates. The dual employment system is a novel attempt in the cooperation, which inspires the initiative of the teachers and engineers through exchanging talents and solves the shortage of the innovative technician with each other. The new employment system provides employment policy support to the teachers and engineers and promotes the reasonable talent flow between the company and the college. The teachers and engineers take advantage of the abilities to acquire some employment chances in the company or college and promote the techniques and ability in the actual activities.

2. The present status about the teachers and engineers

Teacher is a lifeline for the higher vocational education, because the ability of the professional practice and instruction plays significant roles in the education of the students. The teachers in the higher vocational college come from the students graduating from university or the engineers abandoning the opportunity in the company mainly. The teachers from the graduating seniors have grasped the theoretical knowledge on the career and education and have possessed the study ability absorbing the new knowledge, but without enough practical experience. The teachers attracted from the company with enough practical experience can't assimilate enough new technologies and knowledge that are prevalent in the technical field, because they have not worked on the first line long time in the company. These teachers can hardly to culture the students to satisfy the technology demands of the company and without the opportunity to be qualified employees. Therefore the teachers in the higher vocational college should be worked on the company regularly to absorb or update knowledge and practical experience, especially to the professional teachers.

2.1 The status of the teachers

Currently, the companies are reluctant to accept temporary practice about the teachers. Most of the teachers need to accommodate the work in the company and to finish the jobs by themselves hardly. Even the teachers with enough working experience are hardly to working on the company, because the time is limit. The temporary replacement is a dangerous to finish the project on time. The company can hardly to adopt the teacher to work at the risk of the violating a treaty or exceeding the time limit of the project.

2.2 The status of the teachers

The engineers from the companies always undertake practical course in the higher vocational college. The actual management power of the engineers undertaking the practical course in the college belongs to the company, though the college is the responsible to the lecture management. Because the company paid off the salary to engineers and had the power to decide the engineers whether or not to undertake the course in the college, even though the engineers could get course expenses by part-time job that is far below the salary. The teaching attitude and quality is hardly to be guaranteed, because the engineers cannot pay much attention to the instruction under the dislocation in the management.

The enthusiasm of the teachers and the engineers will descend sharply and the win-win situation will never be shown without sharing the human resources, if these situations continue this way.

3. Dual employment system between the college and company

The amphibious employment system includes the selection, employment, management, safeguard, examination and appraisal.

3.1 Selection system

The talent selection needs fair examinations, which testing the professional ability and is accomplished by the company or the college. The employer selection should be according to the working and innovative ability, instead of depending on the technical title or the educational background. The exam scope should be shown on the websites of the college and company in advance under the basis of the public and justice. There are not intersections on the examinations that should be finished separately by the company or college.

3.2 Employment system

The employment system includes the position employment, the duty employment and project employment. The position employment is an employment from technological position in the company or the practice teaching position in the college. The employees can begin to work easily, because there is little difference about the technical demand in two positions. The duty employment is a exchange of the management position in the project or specialty. The employment mode is more flexible than the position employment and usually adopts part-time to finish. The project group in the company or college should be established temporarily for a special task. The members in the project should go back to the original company or college when the project is finished. The appointment period is stipulated by the manager in the project according to the concrete situation and is usually less than a year.

3.3 Management system

The management responsibility of the teachers or engineers should be stipulated clearly in the management system. The management agent is the college when the people undertake some lessons in the college. The management power of the people who go to work on the company belongs to the company. The complex employment demands some management systems should be designed by the company and college together.

3.4 Safeguard System

The safeguard system includes system guarantee and remuneration guarantee. The mutual employment system between the company and college would be carried out in China favorably, if the government published the related policy or guidance paper indicating the responsibility of the company in the vocational education and encouraging the company to participate the cooperation with the higher vocational college. Some rewards should be given to the mutual employees according to the performance and inspire the working potential. The meal subsidy, transportation

subsidy and calls subsidy should be paid off in the light of the standard of the employed company for pledging the parity treatment.

4. Experiment Analyses

A questionnaire is made to testify the effectiveness about the dual employment system elementarily. Every option in the investigation includes five parts, including very useful, useful, acceptable, not acceptable and useless. The objectives are the professional teachers in the higher vocational college in Beijing-Tianjin-Hebei region mainly. The forms of distribution comprise email, phone and face to face and so on. 1792 investigation papers have been distributed in this investigation and 1536 investigations have been given successfully. The recovery percent arrives to 85.72%, which means the results of the investigation is referenced.

The Safeguard System is regarded the most important one in the dual employment system through analyzing the investigation results. 72.6% of teachers selected the Safeguard System as the very useful, which is larger than the sum of the other contents. The Selection System is 4.9%, which is the least one. Figure 1 shows the results about the four significant frameworks.

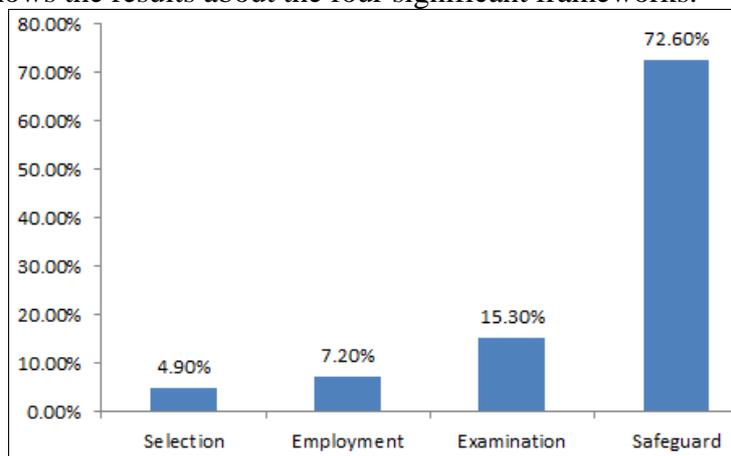


Figure 1 The Four Parts in the Dual Employment System

The key factor about the dual employment system is the safeguard system which attracts the interest about talents. The dual employment system can be implemented successfully, only the rights and interests about the dual talents can be safeguarded. The project employment is regarded as the most important one in the employment system and can be implemented in the real situation easily.

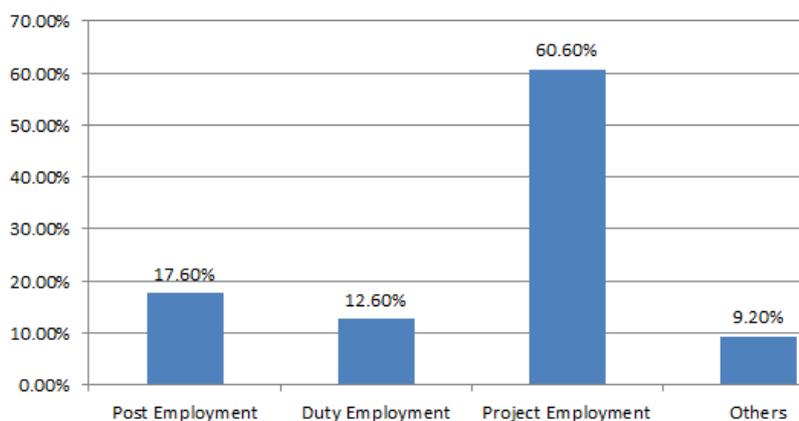


Figure 2. Employment Mechanism Analysis

The talents in the company or college are hardly to be dispatched to take some different things, due to the heavy workload. The development speed of the social has become faster increasingly.

Both the company and the college can not undertake the sacrifice due to the absence of the outstanding employees with long time.

Some professional teachers do not regard the management mechanism as the significant one in the management system. The teachers who take employment plan voluntarily possess profession morals and sacrifice rest time to participate the interesting works. 42.6% of people consider the emotion exchange mechanism as the significant one and the 39.2% of people deem the conversation mechanism as the very useful. The result shows the emotion exchange mechanism and the conversation mechanism are same very useful and the management mechanism is later than them with 18.2%.

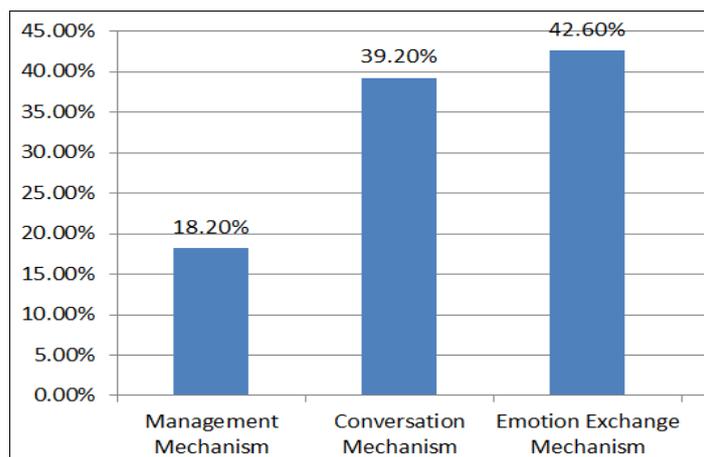


Figure 3. The Analysis Result about Management System

Through further analysis, 76% of the people who choose the emotion exchange mechanism is very useful are professional people. 69.7% of the people who regard the conversation mechanism as very useful are some professional teachers taking some management work in the college or company. The talents should be got attention enough in order to make some useful function to promote the development of the college or company.

5. Summary

The cooperation between the company and college is a significant way to develop the higher vocational education. The company can provide a large number of high performance part-time teacher resource and some teachers can be participated to support the development and innovation of the company. The mutual employment provides a reasonable way to inspire the working enthusiasm and promote the availability of the employee.

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