

## Exploration of Ways to Promote the All-round Development of Talents by Ideological Education in Institution of Higher Learning

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**Keywords:** Ideological education; All-round development of talents; institution of higher learning; Theory of man's all-round development

**Abstract:** To achieve the goal of building an innovative country by 2020, China must be supported by a large number of innovative talents. The historical mission of ideological education in institution of higher learning determines that it is necessary to cultivate all-round development people with moral sense, social responsibility, innovation, enterprising and transcendence. Marxist theory of man's all-round development has rich and profound connotations, which is of great guiding significance to the ideological education of contemporary university student. Only under the guidance of the theory of people's free and all-round development, the ideological education of university student can continuously expand the content of ideological education, explore new methods and solve new problems, so as to cultivate more high-quality talents, and it will show its exuberant vitality and its own value, so as to better promote people's free and all-round development. Therefore, how to provide correct guidance for university student through the reform and innovation of ideological education in institution of higher learning, so as to promote the all-round development of college talents, has become an urgent problem to be solved in institution of higher learning.

### 1. Introduction

The historical mission of ideological education in institution of higher learning determines that it is necessary to cultivate "all-round development people" with the characteristics of moral sense, social responsibility, innovation, enterprising and transcendence. Marxist theory of man's all-round development has rich and profound connotations, which is of great guiding significance to the ideological education of contemporary university student [1]. In the process of ideological education for university student, it is necessary to establish a "people-oriented" educational concept, so that university student' personality can be fully and freely developed, they have a "double-subject" work consciousness, pay attention to their reasonable practical needs, and promote the all-round development of their abilities [2].

Only under the guidance of the theory of people's free and all-round development, the ideological education of university student can continuously expand the content of ideological education, explore new methods and solve new problems, so as to cultivate more high-quality talents, and it will show its exuberant vitality and its own value, so as to better promote people's free and all-round development. Marx pointed out that the essence of society is not an abstract and general force opposed to a single person, but the essence of every single person. The full development of a person's personality is an important embodiment of a person's all-round development, and it is also the premise for a person and even a society to cultivate their innovative ability. The core idea of cultivating top-notch innovative talents in institution of higher learning tells us that innovation is the soul and practice is the foundation. That is to say, to cultivate students' keen problem awareness, innovative spirit of daring to explore and practical ability to solve problems, it must be realized through colorful practical education activities. To sum up the above viewpoints, we think that top-notch innovative talents: those who are eager for knowledge, have profound knowledge, have lofty moral character and innovative potential, and have clear goals, long-term accumulation of advantages, and outstanding achievements. Their research achievements in academics, technology, enterprises and management are internationally competitive, and they

have become real academic elites, management wizards and pillars of the country [3].

## **2. The necessity of ideological education in institution of higher learning to promote the all-round development of talents**

Cultivating talents is always the first mission among the three functions that institution of higher learning should undertake as academic organizations. The talent training in institution of higher learning must serve the needs of the country and society. By innovating the concept of talent training, taking the ideological and political education classroom as the carrier, we should profoundly grasp the direction of talent training, create a group of compound talents with high political consciousness and moral quality, and promote institution of higher learning to perform the function of talent training. Ideological education in institution of higher learning is an organic system structure with basic morality as the foundation, patriotism education as the focus, and ideal and belief education as the core. It is an educational project in which institution of higher learning systematically and systematically guide university student to form ideological viewpoints and behavior characters that meet the needs of the development of society and the times [4]. The all-round development of human beings is the all-round development of human abilities. To promote the all-round development of university student' ability, we must promote the quality education of university student, not only develop their physical strength, intelligence and other natural abilities, but also develop their abilities of seeking knowledge, being kind and appreciating beauty, and cultivate their communication, coordination and learning abilities. Strengthen the ideological and moral quality education of university student, and constantly promote the construction of ideological education courses, so that university student can form a correct world outlook, outlook on life and values; Strengthen the innovative quality education of university student, strengthen the consciousness of scientific and technological innovation, increase the material input of laboratories and so on, build a platform for scientific and technological innovation of university student, increase the support for scientific and technological associations and so on, and enrich their scientific and technological innovation activities; Strengthen the humanistic quality education of university student, and solidly promote the construction of humanistic general education curriculum. Therefore, in order to do a good job in ideological education, institution of higher learning should carry out educational work according to students' ideological reality, pay attention to students' reasonable demands, serve students' growth and success, and constantly innovate and develop on the basis of meeting the needs of university student' personality development.

## **3. The effective path of ideological education in institution of higher learning to promote the all-round development of talents**

### **3.1. Pay attention to the method of combining theory with practice**

If ideological and political education in institution of higher learning only teaches theoretical knowledge, then students can only talk on paper and lack of action. Only with rich theoretical knowledge and efficient action ability can we have the greatest competitiveness. Harvard University, MIT, Stanford University and many other famous universities in the world have already noticed the importance of practical education, and carried out corresponding practical activities of ideological and political education inside and outside the school, such as making students participate in practical research activities in the political field, holding keynote speeches and knowledge contests, and offering special lectures to teach relevant learning skills, etc., which enabled university student to accumulate practical experience in addition to acquiring classroom theoretical knowledge [5]. Unity of knowledge and action, equal emphasis on knowledge and action. The unity of the theory and practice of ideological and political education can be achieved by constructing a practice integration mechanism, and combining solving ideological problems with solving practical problems in the teaching process. Education is student-centered, practice-oriented, practice-oriented,

and aimed at cultivating students' practical ability. The cultivation of university student' innovative ability requires the ideological and political education in institution of higher learning to adhere to the educational principle of teaching students in accordance with their aptitude, so as to combine the promotion of university student' personality development with unified requirements. The "talent" in teaching students in accordance with their aptitude is the individual difference of university student. To cultivate university student' innovative ability, we must first respect the individual characteristics of students. Every college student is an independent individual with different interests and strengths. While cultivating their innovative ability, we must accurately grasp their personality characteristics and preferences and prescribe the right medicine. In the process of ideological education, we should pay attention to the needs of students who have been neglected in the past, guarantee the respect for the differences between teachers and students, and promote the great progress of both sides. In order to realize the joint efforts of many parties, jointly promote the curriculum construction of ideological education, and provide more powerful impetus for ideological and political education in institution of higher learning, it is necessary to build a good environment in which the whole people attach importance to ideological and political education [6].

### **3.2. Pay attention to distinguishing levels and teaching students in accordance with their aptitude**

The fundamental purpose of ideological education for students is to cultivate and shape students to become free and all-round development people [7]. Therefore, ideological educators should study students and respect them. Only by understanding students' ideological conditions, emotions, personality characteristics, hobbies and so on, can they proceed from reality, distinguish different levels according to the different ideological conditions of the educated objects, determine different levels of educational content, teach students in accordance with their aptitude, and conduct education at different levels. Only in this way can ideological education achieve better results. Only by differentiating levels and teaching students in accordance with their aptitude can we truly understand, respect and care for students, be a good teacher and friend of students, and establish a good teacher-student relationship of democracy, equality, mutual trust and mutual respect with students [8]. Ideological education for students can't be generalized. We should pay attention to levels, pay attention to teaching students in accordance with their aptitude, and develop educational activities in combination with different students' situations. In this way, the pertinence will be strong, the needs of students at different levels can be met, the actual teaching effect will be good, and students will benefit more from it.

### **3.3. Adhere to the incentive principle**

Efficient management can't be separated from effective incentives. To construct the educational incentive mechanism, we should pay attention to the needs of university student' all-round development and emphasize the educational effect of ideological and political education in institution of higher learning. With reference to the actual needs of all participants in ideological and political education, we should construct an educational incentive mechanism with material or spiritual incentives as the main way, mobilize the enthusiasm and initiative of all participants in the teaching process, and maximize the role of the incentive mechanism, so that students can better absorb the teaching content, improve their abilities and qualities, and finally promote the further development of ideological and political education in institution of higher learning. On the one hand, it encourages teachers [9-10]. Teachers play an indispensable role in ideological and political education in institution of higher learning. It is necessary to establish and improve the reward system for educators related to ideological and political education. Ideological and political education in institution of higher learning should be good at using incentive principle in cultivating university student' innovative ability, and introduce incentive ideas and methods into the process of ideological and political education in order to improve the effectiveness of ideological and political education. The generation of university student' innovative thinking motivation must have external stimulation that can meet their own needs. Individual needs are the internal driving force of university student' innovative behavior, and the influence of external incentives can strengthen or

weaken the motivation, thus affecting the cultivation of university student' innovative ability.

### **3.4. Strengthen the professional construction of college guidance team**

Institution of higher learning should strengthen the training of ideological and political educators, such as ideological and political teachers and counselors, in innovative education. They can improve their innovative education ability by holding training courses, overseas exchange, enterprise practice and on-the-job training. Schools should strengthen the training of teachers of specialized courses, effectively promote the ideological and political construction of specialized courses, integrate the spirit of patriotism, discipline and law-abiding, pioneering and innovation, and serving the society into the teaching of specialized courses, and also establish a system of mutual learning and lectures between teachers of specialized courses and ideological and political workers, so that both sides can learn from each other's strong points to make up for their shortcomings in education and teaching [11-12]. Teachers should pay attention to the cultivation of their own innovative ability, strive to learn new media technology well, get along equally with students in education and teaching, care for each student, and encourage students to put forward different opinions bravely. At the same time, a group of outstanding entrepreneurs, scientific and technical personnel with both ability and political integrity can be introduced from outside the school as tutors, and a group of teachers and tutors who integrate professional education, ideological and political education and innovative education can be built to cultivate university student' independent innovative thinking, tenacious innovative quality and enterprising innovative mentality.

## **4. Conclusions**

To sum up, comprehensive talents are the direct promoters and main implementers of the national innovation-driven development strategy. As an important town of talent training, institution of higher learning actively undertake the important historical mission of training top-notch innovative talents. The core of this historical mission is to cultivate a group of socialist builders and successors with innovative consciousness, initiative to learn and master core technologies and innovative ability. As an important part of higher education, ideological education is playing an irreplaceable role in the cultivation of top-notch innovative talents. Ideological education in institution of higher learning is playing an active role in guiding the values of top-notch talents, cultivating innovative personality, forming creative thinking and creating innovative environment, and helping to cultivate top-notch innovative talents. The cultivation of university student' innovative ability is not only related to their future development, but also related to the process of socialist modernization with Chinese characteristics. In the process of community development, it is necessary to cultivate all-round talents. This requires institution of higher learning to make unremitting efforts to cultivate all-round high-quality talents, and constantly improve the political consciousness, moral cultivation, knowledge accomplishment and skills of young university student. At the same time, it also enlightens relevant educators to realize the important role of ideological education for university student, to run ideological education through the whole process of education and teaching, to provide correct ideological and practical guidance for university student and to promote their all-round development.

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