

Exploring Student Management in Universities under the Orientation of Employability Cultivation

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Abstract: With the development of economic globalization and the acceleration of social transformation, college graduates are facing unprecedented employment challenges. The competition in the current job market is becoming increasingly fierce, and college students generally experience employment pressure. Under this context, the focus of college student management needs to shift from traditional teaching management to employment capacity cultivation, constructing a talent development system that aligns with students' employment growth. This approach will better satisfy students' developmental needs and meet society's expectations for talent, ultimately creating a favorable growth environment for college graduates.

Keywords: Employability training; College student management; Curriculum; Practical skills

Introduction:

Currently, in the context of complex and ever-changing national circumstances, employment is an important issue in addressing people's livelihood projects. Colleges and universities should actively leverage their own strengths and develop an employment-oriented student management system, addressing the current issues in college student management such as a single management model, a disconnect between curriculum settings and market demands, and insufficient practical experience for students. By exploring how college student management can focus on employment capacity cultivation, build a comprehensive student management system based on student development needs, adjust the curriculum to enhance its alignment with the job market, and improve students' practical abilities, these measures will have a positive impact on enhancing students' competitiveness in the job market.

1. Theoretical Analysis of Employment Capacity Cultivation

1.1 Definition and Components of Employment Capacity

Employment capacity refers to the comprehensive manifestation of an individual's knowledge, skills, attitudes, and values required in the job-seeking, employment, and career development processes. It is related to an individual's ability to smoothly integrate into the workplace and achieve professional growth and development. In the increasingly fierce competition for employment, having a high employment capacity is crucial for college graduates. Professional knowledge and skills: This is the foundation of employment capacity and includes theoretical knowledge in the field of study, practical operational skills, and problem-solving abilities. Possessing solid professional knowledge and skills can help individuals stand out in the job-seeking process and lay the foundation for their career. Information technology capability: In the information age, mastering basic information technology skills has become an essential quality required in the workplace. This includes proficiency in using computers and various office software, the ability to search and process information, and awareness of cybersecurity. Learning capacity: In an era of rapidly updating knowledge, individuals need to continuously learn and improve to adapt to changes in the workplace. Possessing strong learning capacity means that individuals can quickly grasp new knowledge and skills, enhancing their competitiveness. Schools need to improve students' employment capacity, enabling them to obtain employment opportunities on college job platforms^[1].

1.2 The Importance of Employment Capacity Cultivation

The importance of employment capacity cultivation is particularly prominent in today's increasingly competitive environment.

Individuals with stronger employment capacities have more advantages in job-seeking, work, and career development processes. In a fiercely competitive job market, job seekers with stronger employment capabilities are more likely to stand out. This requires students to enhance their personal comprehensive qualities. Employment capacity cultivation involves various aspects of knowledge and skills, including professional knowledge, general abilities, and interpersonal skills. Core professional competencies are basic abilities that professionals should possess across industries, specialties, and occupations^[2]. Through the cultivation of these aspects, individuals' comprehensive qualities are comprehensively improved, helping them better cope with challenges and seize opportunities in the workplace.

1.3 The Relationship between College Student Management and Employment Capacity Cultivation

There is a close relationship between college student management and employment capacity cultivation. As an important battleground for talent cultivation, colleges and universities should pay attention to students' overall development and strive to improve their employment competitiveness. The following points elaborate on the role of college student management in employment capacity cultivation. First, college student management focuses on students' individualized development, which helps to discover and cultivate students' potential. Through tailored teaching methods and personalized counseling, student management can help students find their interests and strengths, thereby providing guidance for their career planning. Second, the reform of college student management in curriculum setting and teaching methods is conducive to improving students' professional quality and practical abilities. Through curriculum settings that combine industry demands and teaching methods that emphasize practice and innovation, students can better apply their learned knowledge to actual work, thus enhancing their employment competitiveness.

2. Current Status and Issues of College Student Management

2.1 Objectives and Measures of College Student Management

The goal of college student management is to promote students' overall growth, improve their comprehensive qualities, and lay the foundation for their smooth employment and future career development. Colleges and universities should focus on optimizing curriculum settings to make them more closely aligned with market demands and industry development trends. At the same time, they should emphasize practical teaching and innovative teaching methods, allowing students to continuously improve their professional abilities through practice. Schools should strengthen the construction of their teaching staff, introduce outstanding teachers; optimize curriculum settings, introduce new teaching methods; increase practical courses, encourage students to participate in practical projects; cooperate with enterprises, and carry out school-enterprise internship projects^[3]. Meanwhile, they should offer courses on general abilities to improve students' communication, collaboration, and other capabilities; encourage students to participate in club activities, volunteer services, etc., to hone their organizational and leadership abilities; and establish innovation projects to encourage students to engage in innovative practices.

2.2 Issues in Student Management

In college student management, although schools have made many efforts in cultivating students, there are still some issues that may affect students' overall development and improvement of employment capacity. Firstly, there is the problem of a single management model. Some colleges and universities still follow traditional management models, overemphasizing rules and regulations and lacking attention to students' individualized needs. Under these circumstances, students' personalized development may be restricted, making it difficult for them to highlight their strengths and competitive advantages when facing a complex job market. Secondly, there is the issue of curriculum setting being disconnected from market demands. The curriculum settings in some colleges and universities are still overly theoretical, with a significant gap between them and the actual work requirements. Moreover, the content of the courses is updated slowly, making it difficult to keep up with industry development trends. This may lead to a lack of competitiveness for students in the job market after graduation. Lastly, there is the issue of insufficient practical experience for students. Some colleges and universities lack practical teaching resources, and students do not have enough opportunities for practical experience during their time at school.

3. Strategies for College Student Management under the Guidance of Employment Capability Cultivation

3.1 Establish a comprehensive student management system based on students' development needs

Colleges and universities bear significant responsibility in cultivating talents, and building a comprehensive student management system based on students' development needs is the key to achieving this goal. Firstly, attention should be paid to the individualized needs of students. According to the characteristics and needs of different students, colleges and universities should provide personalized

guidance and support to help students discover their interests and strengths and stimulate their motivation to learn. At the same time, provide diversified development opportunities for students to achieve comprehensive growth in various fields. Secondly, the curriculum setting needs to be optimized. Colleges and universities should closely monitor market demands and industry trends, adjust their curriculum settings to better align with actual work requirements. In addition, the course content should keep pace with the times to adapt to the constantly changing market environment. Colleges and universities should attach importance to the cultivation of general abilities such as teamwork, communication, and innovation, and provide training through various activities and courses. This will help students better cope with challenges in the workplace and adapt to various working environments. In the current talent market, teamwork spirit and interpersonal communication skills are also valued by employers because, under the conditions of large-scale social production, job positions increasingly require teamwork and communication as an important condition for being competent at work ^[4].

3.2 Adjust curriculum settings to improve alignment with the job market

Adjusting curriculum settings to improve alignment with the job market is of great significance. With the increasingly fierce competition in the job market today, the talent demands of many enterprises and industries are constantly changing. As a crucial venue for talent cultivation, curriculum settings in colleges and universities play a vital role in students' professional quality and employment capabilities. To enhance students' employability, colleges and universities should adjust their curriculum settings to better align with the job market. Firstly, colleges and universities should maintain a keen focus on market demands and industry trends. When developing curriculum settings, they should fully understand the development trends and market needs of various industries, ensuring that the course content is consistent with actual work requirements. Secondly, colleges and universities should place emphasis on practical teaching and strengthen the construction of practical teaching and collaboration with enterprises. Close cooperation between schools and enterprises can provide strong support for curriculum settings, helping to cultivate students with a stronger spirit of innovation and practical abilities, and promote the joint development of education and industry.

4. Conclusion

In summary, the improvement of students' employability cannot be separated from good university management. In terms of creating an environment for success, universities should provide students with a favorable learning and growth environment, base their efforts on the actual development of students, construct a comprehensive student management system, pay attention to students' individual needs, and offer diverse development opportunities. At the same time, in terms of teaching courses, universities should adjust the curriculum according to market demands, enhance the alignment between courses and the job market, and focus on practical teaching to improve students' actual work abilities. Only in this way can the employability and competitiveness of university graduates be enhanced, better meeting society's demand for talent.

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