

Research on Grassroots Employment of medical students from the perspective of people's livelihood

Yao Yao

Sains New College of Medicine, Guangxi University of Traditional Chinese Medicine, Nanning, Guangxi, 530222

Abstract: from the report of the 19th CPC National Congress on “implementing the healthy China strategy” to the report of the 20th CPC National Congress on “promoting the construction of a healthy China”, the country has always put the protection of people's health in the strategic position of priority development. However, the problem of “difficult and expensive medical treatment” at the grass-roots level still needs to be solved. The most fundamental reason is the lack of grass-roots medical talents. Despite the repeated enrollment expansion of medical colleges and universities in China, The number of medical students is increasing, and the grass-roots rural areas and counties that need medical students most are still in short supply, compared with the saturated surplus of urban medical talents. How to promote medical students to settle down at the grass-roots level, ensure the implementation of the 2030 healthy China strategy, let there be many people on the road to national health, and relieve the pressure of social employment has become a practical problem that needs to be solved urgently.

Key words: People's livelihood; Medical students; Grass roots employment

The report of the 20th National Congress of the Communist Party of China proposed to improve people's well-being and quality of life. Implement the employment priority strategy. Employment is the biggest livelihood. As an important issue closely related to employment and medical treatment, medical students' employment is directly related to people's livelihood. In the face of the shortage of medical and health talents at the grass-roots level, promoting the settlement of medical students at the grass-roots level, guiding and encouraging the employment of medical students at the grass-roots level are the key to promoting the development of China's medical and health undertakings and making a healthy China.

1. The significance of Grassroots Employment of medical students from the perspective of people's livelihood

As high-level medical professionals, there is still a large gap in the grass-roots level of medical graduates. With the continuous enrollment expansion of colleges and universities, the employment pressure of college graduates is increasing. As a group of college graduates with long learning time, strong professionalism and narrow employment field, the pressure of medical students is more obvious. At present, primary medical and health institutions are the main force of medical institutions in China. The fundamental solution to the employment problem of medical students can only be found at the primary level. The strategic direction of future development is to sink high-quality medical talents at the primary level. It is of great significance to find the key to the current problem that medical students are unwilling to work at the grass-roots level, guide medical students to establish a correct view of job selection, and encourage medical students to go to grass-roots villages, towns, communities and counties for employment, so as to promote and ensure employment, balance the layout of China's medical resources, and solve the shortage of grass-roots medical talents. At present, there is a shortage of high-quality grass-roots doctors in China, and only some residents sign up for family doctors, which is still a certain gap from the plan of realizing the signing service of family doctors nationwide by 2020 proposed in the guidance on promoting the signing service of family doctors.

2. Factors affecting the employment of medical students at the grassroots level

The research group selected students (including graduates) from saines New Medical College of Guangxi University of traditional Chinese medicine as the research object. According to the survey, the first three reasons for medical students' reluctance to go to the grass-roots level for employment are the harsh real life working environment, few opportunities for future development and promotion, and the inability to renew or leave according to their wishes after the expiration of the contract. If some grassroots employment conditions can be improved, such as better living and working environment, salary and welfare benefits, and retention after the expiration of the contract, medical students will be attracted to grassroots employment.

2.1 Poor public resources are the factors affecting the Grassroots Employment of medical students

In rural areas of China, although the material life of county towns has changed greatly after the fight against poverty, there is still a big gap between them and the cities. Most villages and towns in China are connected with nearby county towns, and the traffic has been improved, but the water and electricity, shopping conditions and life in rural areas are not convenient enough. At present, most medical students come from cities and towns, and their material conditions are relatively good. Even rural students' material conditions are relatively good, which makes it difficult to attract medical students to work in the rural living and working environment. In terms of the working environment, with the increasing demand for high-tech in hospitals, the increasing variety of diseases and the difficulty of treatment also

pose new challenges to the grass-roots public health work. Grass roots doctors, especially general practitioners, are responsible for the health education, prevention and health care of community residents and the treatment of common and frequently occurring diseases. They are the prevention and management of chronic diseases, It is the monitor and guardian of the first line of defense against disease. This makes medical students increasingly picky about the working environment. Many of their professional knowledge, such as students majoring in medical laboratory, need advanced instruments in the city to play. The relatively poor working environment at the grass-roots level also reduces the attractiveness of the grass-roots level to medical students' employment.

2.2 Poor remuneration and welfare at the grassroots level and difficult promotion are the factors affecting the Grassroots Employment of medical students

The survey showed that 42.91% of the students believed that they would be willing to go to the grass-roots level for employment if the grass-roots pay and benefits could be improved, which means that the pay and benefits treatment has become an important attraction factor for medical students' employment. In addition, with the increasingly complex and cumbersome evaluation of personnel in the medical industry, the requirements for certificates are gradually increasing, the length of training is increasing, and the requirements for scientific research are increasingly high at the time of promotion. Graduate employment units tend to be tertiary public hospitals, which emphasize the close combination of clinical and scientific research, and put forward higher requirements for scientific research literacy, The relatively weak scientific research ability will limit the career development of medical graduates. The lack of scientific research ability at the grass-roots level makes it increasingly difficult for grass-roots medical and health workers to improve their professional titles, which makes it difficult to attract medical students to work at the grass-roots level. Among them, 26.6% of the students believe that if the grass-roots level can have a better promotion mechanism, they will be willing to work at the grass-roots level, The reduction of promotion opportunities and the difficulty of promotion lead many medical students to believe that working at the grass-roots level means staying at the grass-roots level forever, and it is difficult to show their personal learning and self-worth, which further deepens the medical students' concern about going to the grass-roots level, making it difficult for the grass-roots level to attract talents and retain talents.

2.3 Poor personnel flow mechanism is the influencing factor of medical students' Grassroots Employment

Medical students are not clear about the terms of the labor contract for grass-roots employment. They believe that after the expiration of the labor contract signed at the grass-roots level, they are not free to choose whether they can leave the grass-roots level and choose another job. In addition, China's grass-roots public health institutions are established with state funding, and the grass-roots employment labor contracts of medical students are generally signed with the state, Many students believe that this kind of contract is a lifelong term once signed, and they cannot choose to renew or resign after expiration. Although this idea is completely wrong in fact, it has become the stereotype of many medical students, especially with the cultivation of directional students and free students in recent years, many long-term contracts have indeed appeared, This has led to further misunderstandings among many normally trained students. The lack of freedom in the personnel flow mechanism has become their stereotype of grass-roots employment. Students worry that if they have to leave the grass-roots level in the future for family reasons, or want to continue to study in medicine and other reasons, even if the labor contract expires normally, they are free to choose to renew or leave, and they also need to pay high liquidated damages like directional students so that they cannot leave. This further reduces the attraction of Grassroots Employment to medical students.

3. Countermeasures to promote medical students' employment at the grass roots level

3.1 Colleges and universities make necessary interpretation of innovative employment publicity in combination with national policies

The survey found that some medical students believed that the current grass-roots doctors could not meet the needs of the society and were in urgent need of a large number of high-quality general practitioners. Although some medical students are willing to work at the grass-roots level after graduation, they are worried about the poor medical conditions and working environment in the future, the slow improvement of professional technology, the slow promotion, the poor pay and benefits, and the low social recognition. In the teaching of introduction to general medicine, students will understand the national policies such as "general practitioner system, family doctor contract service, first diagnosis responsibility system, hierarchical diagnosis and treatment, and healthy China", so that students can understand that the general medicine specialty has great prospects because primary medical services are related to people's livelihood, national prosperity and national rejuvenation. General practitioners have a clear professional orientation, an independent professional title evaluation and promotion system, the same learning, training and further education opportunities as specialist doctors, corresponding incentive mechanism for salary and treatment, and their social status will continue to improve. Necessary policy interpretation can effectively eliminate medical students' concerns about grass-roots employment. The report of the 20th CPC National Congress also clearly pointed out that the acceleration of urbanization will become the focus of grass-roots construction in the future. Urbanization will inevitably attract a large number of people.

Population aggregation needs to be supported by the improvement of the local public health service level. Colleges and universities should mobilize political counselors, When guiding medical students' employment planning, career guidance teachers publicized the next policy trend in China. It is expected that the public resources of grass-roots rural areas will fully catch up with the current county towns in the next decade, and even the public resources of villages and towns in some developed areas can surpass some county towns, breaking the medical students' hard living and working environment at the grass-roots level, The stereotype of lack of public resources makes medical students fully aware of the potential advantages of grass-roots development, and enhances the attraction of grass-roots employment to medical students.

3.2 Give full play to the functions of the government and give comprehensive preferential policies to grassroots employees

The salary and treatment of medical personnel in economically developed areas are better than those in economically underdeveloped areas in terms of promotion difficulty, which has caused a great imbalance in the psychology of grass-roots personnel. Through the organization and coordination of governments at all levels, in terms of the promotion of grass-roots medical personnel and the personnel flow mechanism, we should consider combining with the local actual situation to appropriately reduce the scientific research in the promotion requirements for difficult areas, Change to grass-roots service duration or other quantitative standards, and express understanding to the medical staff who choose to leave after the contract expires, encourage the medical staff who renew the contract, set an example, and attract medical students to the grass-roots employment. In addition, the document of the State Council clearly pointed out that the next step would be to establish a support mechanism for weak counties in provincial and municipal Grade-A hospitals, and the opportunities for grassroots employed medical students to go to the province would increase. The grassroots should also focus on promoting this point when attracting medical students' Employment, borrow the name of the support hospital, and vigorously promote it to increase the employment attraction.

3.3 Change the traditional employment view of medical students, improve understanding of diversified employment channels

The traditional employment concept of "medical students' work place is the hospital" has not adapted to the current situation. The State Council document clearly pointed out that "promote the construction of county-level centers for Disease Control and prevention, complete with equipment for disease monitoring and early warning, laboratory testing, on-site disposal, etc." Diversification of medical students' employment sites is the general trend in the future. With the transformation of villages into counties and counties into urban areas, strengthening the city's response capacity and improving the public health service system have become the focus of a new round of urban reform, with the increase of CDCs and other prevention institutions, As well as the expansion of the enrollment of public health related institutions including the local health commission after urbanization is inevitable, which also proves that these institutions need more employees with relevant professional knowledge, so as to make rapid response, timely decision and prevent large-scale occurrence when public health emergencies come.

3.4 Colleges and universities should strengthen the ideological and political education of medical students and stimulate the sense of social responsibility

Some medical students may be influenced by the growth environment and their parents' expectations for their job selection, or are willing to choose grass-roots employment under the pressure of employment and the fierce competition and challenges from big cities and hospitals. Through the combination of Internet publicity, college employment guidance, government policy broadcast and other methods to broaden the employment vision of medical students and see more diversified grass-roots jobs, which also has great attraction for medical students. The proportion of student party members or party activists willing to work at the grass-roots level is relatively high, suggesting that we should strengthen the ideological and political education of medical students, guide students to fully understand the importance, necessity and urgency of grass-roots medical treatment, stimulate students' sense of social responsibility and mission, and guide students to develop in the direction of general practice. colleges and universities can provide career planning guidance for these students with high ideological awareness and guide them to be good model leaders.

4. Conclusion

In the face of the current working environment, salary, job prospects and other current problems, the government departments should strengthen the policy support for the grass-roots medical and health working environment, and do a good job of positive public opinion guidance and policy interpretation to eliminate the concerns of medical students; Colleges and universities should carry out career planning for medical students, do a good job in education and guide them to establish a correct concept of grass-roots employment, and combine professional education with ideological and political education. In the case of unsuccessful postgraduate entrance examination, they should also actively encourage graduates to choose regular training or to work in grass-roots hospitals, guide students to recognize the employment

environment, correctly recognize themselves, plan their career rationally, and establish a scientific concept of employment. Correct view of employment. Grass roots employment has become the key to ease the employment of college students. It is of great significance to encourage and guide medical students to bravely shoulder the mission of the times and take the initiative to take up grass-roots employment, make contributions to grass-roots undertakings, cultivate medical students' awareness of serving the overall situation, and enhance their professional cognitive identity, which is helpful to guide medical students' grass-roots employment, so as to promote the construction of healthy talents at the grass-roots level in China.

References:

- [1] Hold high the great banner of socialism with Chinese characteristics and work together to build a modern socialist country in an all-round way [n]People's daily, October 17, 2022 (002)
- [2] Lei Wang Investigation on employment intention of medical students in primary health care institutions based on TPB [d]North China University of technology, 2019
- [3] Caixia Sun, Tingfang Liu, Feng Jiang, Jun Si, Shijing Chu, Pusheng Wang Research on the development and implementation of family doctor related policies in China [j]Chinese general practice, 2021,24 (07): 765-774
- [4] Editorial Department of this journal During the medical reform -- the National Health Commission issued a document: 11 items of contracted services for family doctors were released [j]Chinese general practice, 2018,21 (31): 3784
- [5] Jing Wang, Meng Cai, Yanqing Miao, Guangpeng Zhang, Yulan Cheng, Guoxiang Liu, Chaoyang Zhang, Yang Yu Study on health management service specification and support system for chronic patients [j]Chinese Journal of hospital management, 2020,36 (06): 446-451
- [6] Jianzhu Wang, Xiaohong Le, Daibi Li. The impact of family doctors' contracted services on the medical compliance of patients with chronic diseases [j]. Journal of practical medical technology, 2019,26 (5): 646-647
- [7] Wenhao Zhu, Xiang Luo, Shabei Xu, Hao Huang, Kuangguo Zhou A survey of satisfaction with career development of eight year medical graduates based on scientific research and training [j]Medicine and society, 2018,31 (10): 85-87
- [8] National Health and Family Planning Commission of the people's Republic of China. Policy interpretation of the opinions of the general office of the State Council on reforming and improving the incentive mechanism for the training and use of general practitioners [j]Chinese Journal of practical rural doctors, 2018,25 (3): 2-4
- [9] Xinyi Li, Zhu Zhu, Lu Lian, Murong Zou, Xuanxuan Wang, Jiaying Chen Enlightenment of international experience of family doctor service supply and security mechanism to China [j]Health soft science, 2020,34 (07): 92-97
- [10] Chunyuan Gao, Yachen Wang, Li Zuo, Min Han Exploration of Grassroots Employment Education Guidance for medical students in Colleges and universities [j]Journal of Hebei North University (NATURAL SCIENCE EDITION), 2021,37 (10): 49-52 + 59
- [11] The State Office of the CPC Central Committee issued the opinions on promoting the urbanization construction with the county as an important carrier [j]Creation, 2022,30 (08): 1-6
- [12] Lanlan Tian, Jing Zhu, Zhenyu Sun, Yanmin Chen, Ludan Zhang, Tianyu Wang, Dan Hu Medical students' willingness to work in rural primary medical institutions and its influencing factors [j]China rural health management, 2020,40 (07): 499-504
- [13] Hao Chen, Shan Zhang Medical ethics education from the perspective of moral education [j]Chinese medical ethics, 2019,32 (11): 1447-1450
- [14] Guijie Diao, Jiaxian Zhou, Yunlu Guo Exploration on the precise integration of medical students' moral education and professional education [j]Journal of Nanjing Medical University (SOCIAL SCIENCES), 2018,18 (04): 325-327
- [15] Xuan Xie, Yingying Qiu, Lu Li Research on the impact of resident standardized training policy on medical students' employment and postgraduate entrance examination [j]Health vocational education, 2022 (2): 2

About the author: Yao Yao (1985-), female, lecturer, teacher of the ideological and Political Department of Sains new hospital college, Guangxi University of traditional Chinese Medicine

This paper is the research results of the 2020 Guangxi University Young and middle-aged teachers' scientific research basic ability improvement project (Project No.: 2020KY59016) "Research on the Grassroots Employment of medical students from the perspective of people's livelihood".