

# Empirical study on the relationship between intern satisfaction and turnover intention in vocational colleges under the vision of production-education integration

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**Abstract:** From the perspective of integration of production and education, this paper studies the working status of interns in local vocational colleges in our country, analyzes the problems existing in the process of practice from various aspects, and puts forward countermeasures and suggestions to improve the interns' work satisfaction, hoping to provide some reference for the management mode of integration of production and education in vocational colleges and cooperation in running schools.

**Key words:** production-education integration; Practice; Satisfaction; Recommendations

**Introduction:** Based on the in-depth integration and cooperation between industry and education in vocational colleges in Yunnan region, this paper investigates the work status of interns who are employed. It is found that employment-oriented interns tend to choose new job opportunities or leave their current jobs because they are more and more dissatisfied with their current positions. In a certain period of time, the satisfaction with the job will become lower and lower, and the psychological tendency of early resignation may become higher and higher. Only when the employment intern strives to improve the familiarity with the current work and the overall satisfaction with the environment, the psychological tendency of resignation may be relatively reduced.

## 1. the problems in the internship process

(1) The role of interns is slow to change and adapt. After entering the enterprise, students suddenly change from students to internship employees in the enterprise. Facing the new working and living environment, it takes time for students to adapt to the new environment both mentally and physically. Students with poor living habits will be slow to adapt to the new environment, and their negative adaptability will easily lead to bad behaviors of new interns.

(2) There is a big gap between the expectation and the reality of intern work. During the internship, interns will encounter a lot of unexpected difficulties and problems, and interns will have a big difference in their expectations and expectations of internship and employment, and there will be a certain psychological gap, which is easy to cause fluctuations in thinking, loose behavior and habits, and reduce their enthusiasm for work.

(3) Intern's self-restraint ability is relatively poor and lack of stability. During the internship, they mainly focus on the operation and management of enterprises, except for the supervision and management of teachers. The daily management of interns fails to achieve effective communication and exchange of ideas, and the psychological dynamics of interns are easy to change. For example, being late, leaving early, absenteeism, asking for a long vacation, etc., there will be some changes in thought and behavior, and there will be a variety of ideas and behaviors that do not comply with the regulations of enterprise work management.

(4) The intern's job position is relatively simple and not active enough. Most intern students accept the position arrangement passively in the process of internship work in enterprises, and few students can take the initiative to consult the supervisor of internship and career guidance center or enterprise to negotiate the adjustment and arrangement of positions.

(5) The work of teachers sent abroad by vocational colleges can not be fulfilled. Teaching teachers do not play a guiding role in the process of students' practice and employment, and students' problems are not solved in a timely manner or are not thoroughly dealt with. Some vocational colleges may even have no teaching.

(6) There are not many enterprises in vocational colleges that can meet the requirements of enterprise engineering, on-the-job internship or employment freely chosen by students. Although some vocational colleges have school-enterprise cooperation enterprises, but the number of enterprises and students' majors have to be implemented, internship or employment-oriented students will have certain difficulties in choosing enterprises.

(7) The position arrangement of the enterprise does not match the internship major of the student. The position arrangement for students by enterprises is more random, which will even affect students' cognition and feeling of internship, and also affect the enthusiasm of students' working attitude of employment-oriented internship.

(8) Enterprises have little enthusiasm for internship and employment cooperation of employment-oriented interns. Enterprises take industry and profit as the first priority. Compared with some enterprises, they are not willing to accept some internship students without actual work experience to work in enterprises. Most enterprises are more passive when accepting internship students, and their cooperation enthusiasm is not too high.

(9) Enterprises lack effective management system and legislative guarantee for internship students. Although the state has issued some relevant policies to encourage school-enterprise cooperation, integration of industry and education, and in-depth cooperation, there are no clear institutional regulations on the rights and obligations of each company. There is also a lack of binding policy and legal guarantee for

the educational responsibilities of vocational colleges and enterprises.

## 2. Countermeasures and suggestions to improve interns' job satisfaction

### (1) Enterprises take the initiative to change management concepts

Taking the survey of interns' job satisfaction and turnover intention as a routine task to manage interns in manufacturing enterprises is the competitive cost of enterprises. Therefore, interns' job satisfaction directly affects the value and wealth created by interns and other employees for enterprises. The regular satisfaction and turnover intention survey can help the managers of the company evaluate the progress and effectiveness of the enterprise in management, as well as the problems and shortcomings in the cycle from the last survey to the current survey. According to the results of each survey, the relevant systems and policies of the company should be adjusted in a timely and reasonable manner.

### (2) Strengthen the humanization of management

The influence of demography on different dimension variables on interns is different. Enterprises should focus on the influence of demography on intern satisfaction and turnover intention, and establish corresponding management mechanism to motivate interns, so that interns can give full play to their work potential. The humanization of management is to start from the needs of interns at all levels, for interns of different genders and ages, from their vital interests, understand the aspirations of interns at different levels, understand their difficulties, and adjust relevant systems according to the actual situation. At the same time, let interns at all levels, including interns of different working ages and educational backgrounds, participate in some important decisions and management of the company, so that interns have a sense of ownership in the enterprise, hold some seminars and interviews, and mobilize the enthusiasm and initiative of new interns.

### (3) Strengthen the fairness of management

Fairness in management also affects interns' work attitude and job satisfaction to a large extent, which in turn affects employees' turnover intention. Therefore, fairness in management should take into account the salary and promotion of interns of different ages, different working years and different educational backgrounds, and formulate corresponding management systems for interns of different levels.

### (4) Multi-level management

The company adopts different salary systems and incentive methods to carry out hierarchical management in view of the impact of management posts, technical posts and operation posts with significant differences on interns. Stratified management can make the implementation of relevant policies more adaptable and targeted, so as to achieve the target. In addition, the maximum psychological recognition of interns is also an important factor affecting interns' job satisfaction. In other words, the influence of different dimensions on interns should be managed in different layers, and publicity should be increased, so as to improve interns' psychological cognitive ability of enterprises. Because interns' cognition of job satisfaction is a subjective process, when the external conditions and various factors are improved, interns' internal cognition and evaluation should also be improved accordingly, thus producing huge benefits. Therefore, every time the company carries out the reform of management system or the reform of salary system and promotion system, the publicity should be intensified, so as to achieve the maximum psychological recognition of interns from all dimensions, and thus achieve better management results.

### (5) To create a good communication atmosphere

During the management, managers should create a good communication environment, so that interns can express their views and ideas, and actively participate in the work and management. When interns' ideas and suggestions are paid enough attention by managers, interns' work efficiency will be greatly improved and their turnover tendency will be greatly reduced. Therefore, the company can adopt the method of channel expansion to encourage interns to speak actively. When interns make a voice, they can reply in time, and discuss and solve the difficulties and problems encountered by interns together. Only through informal communication can we truly hear the inner voice of interns. Therefore, management should not only pay attention to the formal communication of interns, but also pay attention to the informal communication of interns.

### (6) Improve the intern training system and clarify the promotion path

Training is a way to achieve interns' goals and improve their skills and abilities. The impact of different dimensions on interns should be targeted. Generally speaking, training has three aspects: First, enrich professional knowledge. The selection of training courses should be diversified. In addition to some knowledge training on professional skills, some management training should be added to lay the groundwork for senior managers to cultivate effective subordinates, and also help some grassroots managers to grow effectively. Second, improve business skills. For new interns or young new employees, attention should be paid to the effect of training on the employee's role transformation. Third, improve your work attitude. After the training, quality tracking should be done. To track and feedback interns regularly after they return to work, so as to confirm whether they have made progress and improvement in all aspects of their work, and further find out the problems still existing in their work, so as to provide a basis for formulating the next training plan. In addition to the content of training, quality tracking should also include the company's basic manners, language expression, knowledge and skills as well as professionalism of the interns.

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