



INNOVATION OF TALENT TRAINING AND EDUCATION
MANAGEMENT IN MODERN HIGHER VOCATIONAL COLLEGES

by

WEI ZHUO

AN INDEPENDENT STUDY SUBMITTED IN PARTIAL FULFILLMENT
OF THE REQUIREMENT FOR THE DEGREE OF MASTER OF EDUCATION
IN EDUCATIONAL ADMINISTRATION (INTERNATIONAL PROGRAM)

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in Modern Higher Vocational Colleges

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(International Program)

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ABSTRACT

The objectives of this study are to investigating Innovative ideas for personnel training, education and management, problems encountered in educational management innovation of modern higher vocational colleges; requirements of educational management innovation in modern higher vocational colleges; This study collected data through a questionnaire survey of sophomore students majoring in management in Henan University. Statistical analysis methods such as descriptive analysis and correlation analysis were used to examine data variables and test hypotheses. The results of this study show that the analysis of modern higher vocational college education management status quo, the significance of education management innovation, modern higher vocational college education management innovation ideas. Finally, the research results show that the reform and innovation of education management is the prerequisite for the development of higher vocational

colleges. The development of higher vocational colleges directly determines the cultivation of talents, and the innovation of education management affects the cultivation of talents. The education management of modern higher vocational colleges is closely related to the development of the society, and mainly aims at cultivating talents needed by the society and making contributions to the development of the society.

Keywords: personnel training, educational management innovation, quality education

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Chapter 1

Introduction

1.1 Description of the research question

Through literature collection, this study referred to Fu Lin. Research on the Exploration and Development of the Talent Training Model of Higher vocational Colleges under the Background of New Towns, Gu Weidong, on the New Curriculum Reform, higher vocational college leaders do not pay enough attention to teaching management. The updating of teaching management mode is manual operation and management. At present, the relevant leaders in some higher vocational colleges do not pay attention to the innovation of teaching management. In fact, this is also a common problem in the teaching management of our higher vocational colleges. With the rapid development of social economy, there is an urgent need for talents in these higher vocational colleges to do a good job in vocational education management, open the school management system, management mode, and consider from a larger perspective. At present, many colleges and universities classroom teaching management mode single old social talent generation. Low investment in educational facilities. Influenced by traditional educational concepts, many people have prejudice against vocational education. They believe that the talent training level of higher vocational colleges is lower than that of higher vocational colleges, so most students choose to study and live in higher vocational colleges. This leads to fewer students in higher vocational colleges, and the state's capital investment in higher vocational colleges is also less, less investment in higher vocational education facilities, education hardware facilities backward, can not keep up with the development of The Times, can not meet the needs of education. The teaching administration is not sound. At present, our higher vocational colleges lack the clear objectives of college classroom teaching, the teaching content and methods

lag behind the merits and disadvantages of teaching performance management, only know whether the teaching is normally completed, ignore the update of teachers and the availability of knowledge itself and the real needs of students, the professional setting and can not keep up with the market demand, simply rely on other successful experience, The lack of emphasis on teaching over management in scientific research and teaching management in the whole university has not formed a sound teaching management mechanism, and the low efficiency of teaching management has seriously hindered the development of universities. The quality of the teaching staff is low. Excellent teachers are not only conducive to the formulation of teaching plans, but also can ensure the smooth progress of teaching and improve the quality of teaching. Because of the limited investment in education funds, the quality of teachers in Chinese universities and colleges is uneven and the structure is complex. Recruitment of secondary vocational teachers, new high school teachers and senior professional technicians. Some of them have good teaching ability and experience, but the level of professional knowledge is limited, teach students limited knowledge, can not meet the students' thirst for knowledge. Although he has a strong practical ability, he lacks teaching ability, and it is difficult to impart knowledge to students.

With the rapid development of our economy, the demand for human resources has gradually increased, which has brought the opportunity for higher vocational education, and also given higher requirements. To analyze the diversification of education management work, higher vocational colleges should adhere to the principle of concrete analysis of specific problems, on the basis of comprehensive subjective and objective factors, objectively analyze the existing practical ability of major students, optimize and adjust the content of education management, optimize and perfect the method of education management. The study asks the following questions:

1, the analysis of modern higher vocational college education management status quo?

2. Explain the significance of educational management innovation?

3. What are the ideas of education management innovation in modern higher vocational colleges?

1.2 Research Objectives

The author of this study, Zhao Ying, referred to the New Campus of Talent Training Model Innovation and Practice of Higher Vocational Education, and learned that higher vocational education is an important part of higher education, and the main task is to cultivate professional technical and service talents and service production front-line high-end technical talents. Therefore, higher vocational education must be guided by high-quality employment, for the purpose of service, to adopt the model of combining work with study, adhere to the multiple combination of "production, education, research and application" line and policy. To improve the quality of running a school as the core, to do out of the characteristics of the school. As a people's higher education, higher vocational colleges should accurately grasp their own positioning and development direction, adapt to the transformation and development of modern industry, change the mode of personnel training, adapt to the structural training needs of economic and social development, a moderate number of personnel companies in order to promote employment and improve people's living standards, the development of the economy needs to train innovative technical personnel, Influenced by traditional concepts, higher vocational education needs to make efforts to change the previous leading management concepts and ideological education, adapt to the urgent needs of talent diversification, change the current system, innovate management, strengthen quality education, and cultivate students' innovative ability, which has important practical significance, and is also the future focus of higher vocational education development direction.

1. Innovative ideas for personnel training, education and management.
2. Problems encountered in educational management innovation of modern higher vocational colleges.
3. Requirements of educational management innovation in modern higher vocational colleges.

1.3 Conceptual Framework

(1) As a mediating variable, the research framework is as follows.

(2) Through the questionnaire survey on the problems encountered in education management innovation, the influencing factors of talent cultivation in modern higher vocational colleges are analyzed.

(3) Put forward the corresponding countermeasures and innovative methods of personnel training and education management in higher vocational colleges Advice.

(4) Education management is the independent variable and talent training is the dependent variable.

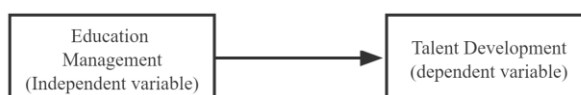


Figure 1.1 Variable diagram

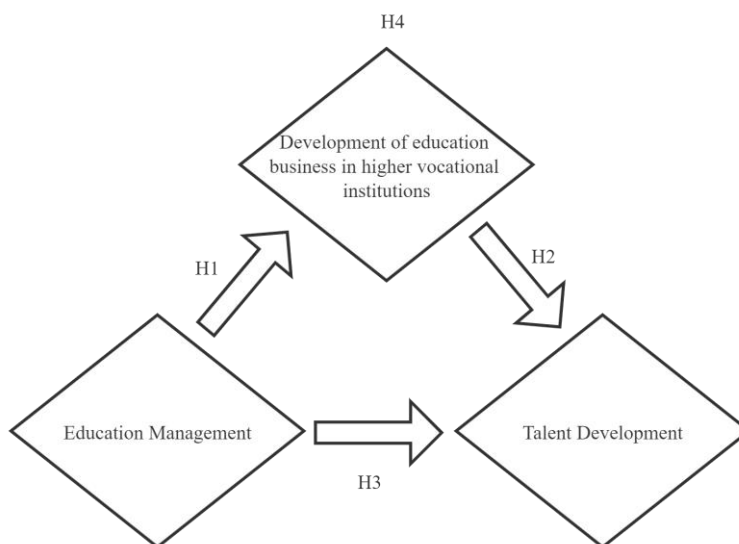


Figure 1.2 Hypothesis diagram

The flowchart is shown below:

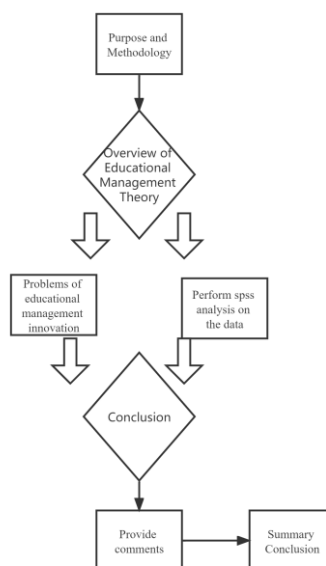


Figure 1.3 Flow chart

1.4 Research Hypothesis

According to relevant theory and previous empirical studies in the literature review of reviews and summarizes, in combination with the purpose of this study, the research question and research structure, the specific hypothesis of this study summarized as follows:

H1: according to the literature review of relevant theories and previous empirical research review and summary, combining with the aim of this study, the research question and research structure, the specific hypothesis of this study summarized as follows: education The reform and innovation of science is the prerequisite for the development of higher vocational colleges.

H2: According to the relevant theories in the literature review and the review and summary of previous empirical studies, combined with the purpose, research questions and research structure of this study, the specific hypotheses of this study

are summarized as follows: the development of higher vocational colleges directly determines the personnel training.

H3: According to the literature review and summary of relevant theories and previous empirical studies, combined with the purpose, research questions and research structure of this study, the specific hypothesis of this study is summarized as follows: Education management innovation affects talent training.

Mediating role of H4: The development of higher vocational colleges promoted by education management determines the degree of talent cultivation.

1.5 Scope and limitations of the study

1.5.1 Research Scope:

Many higher vocational colleges in the way of teaching management, system and so on do tend to work surface, no practical significance in truly improve the quality of teaching, without any real increase in improving students' scientific research ability, some rules and regulations of the higher vocational colleges, due to the rigid inhibits education flexibility and autonomy. On the management concept of education, higher vocational colleges still led the world in our country, the lagged idea of management, deal with the problem and solve the problem is still the old habits and experience, the teaching process of education reform in form, management is the previous rest on the leather copy the concept of innovation system reform in higher vocational colleges of education and social development of the disconnect, to a certain extent, affected the education management To hinder the development of higher vocational colleges.

So we need to analyze the management mode of colleges and universities, the management system of colleges and universities.

1.5.2 Limitations of this study

The investigation scope is limited, the data search is not very complete, the research is not very comprehensive, etc.

Solution: Adopt other research methods to make the data analysis more comprehensive. Internet surveys can be conducted to expand the scope of the survey.

1.6 Terminology

Talent training mode: The guidance of certain modern educational theories and educational thoughts refers to the sum of the process of talent education based on specific training objectives and talent specifications, with relatively stable teaching contents and courses, management systems and evaluation methods.

Technical talents: refers to the talents who master and apply technical means for the benefit of society directly. The task of technical talents is to directly benefit the society, so they often work in the line of work and production. In the labor chain of human society, they are between engineering talents and technical talents. So, it is also called intermediate talent in foreign countries. Technical talents also need innovation and pioneering ability. The innovation of process flow, the creation of processing method and the change of management form are all necessary. The difference between engineering talents and academic talents is that technical talents are in the field of technology application, while the latter two types of talents embody this quality in both engineering and academic fields. It is at least incomplete to regard technical talents as absolute executive talents. With the development of technology becoming increasingly advanced and complicated today, it is necessary to emphasize the qualification of technical talents. During the investigation in Shanghai Beiling Company, the technical manager said: "There are many factors that affect the quality of integrated circuits. Once there is a quality problem, we must develop procedures and methods to detect the main factors." In Northwestern Polytechnical University, the topic of my graduation thesis is to propose the process and detection mode to ensure the processing quality of micron-level high-precision aviation parts in mass production. The production practice shows that technical talents must have the quality of innovation and development, so as to assume their responsibilities perfectly. After entering WTO, the international competition will be

more intense, and the competition of technology innovation is the core of the future competition. What is urgent is to nurture innovation and pioneering ability of technical personnel. The combination of production, teaching and research is not only the basic way to train technical talents, but also the best way to serve enterprises and society. Under the new situation, the development of economy and science and technology is very fast, which requires higher vocational colleges to make a more timely and appropriate response to the needs of society, so that the cultivation of talents can better meet the requirements of enterprises, therefore, the combination of "production, teaching and research" is particularly important. On the basis of high-level teaching research and the past, deepening the "production, teaching and research" combined with their own development mode. Several kinds of patterns that "production, teaching and research" combine in China. The model of coordinated development is a model that makes the development goals and contents of higher education adapt to the development of national science and technology, social economy, and realize the coordinated development of higher education, science and technology, and economy. The combination of agriculture, science and education and university science and technology parks belong to this model. This model is mainly an industry-university cooperative model promoted by the government in accordance with the economic and social development plan, higher education reform and development plan. This mode is a mode of cooperation between universities and enterprises and institutions to cultivate talents at the medium level. It is based on comprehensive cooperation between schools and businesses. Cooperation is classified as compact and non-compact. For example, the Daqing Petroleum Institute sponsored by Daqing Petroleum Group, which is mainly run by enterprises, is the Dingmi type, and this kind of school-enterprise cooperation belongs to the dense type. Enterprises and schools do not belong to the non - compact type, such as China petrochemical Corporation and East China University of Science and Technology to jointly set up a few chemical major. Teaching combined mode. This is a model that combines production, research and teaching at the micro level. This mode has been applied in different degree in Chinese universities: firstly, in the teaching process, the content and proportion of teaching, scientific research, production practice are

arranged in a plan; The second is the combination of classroom theory teaching with scientific research content and experimental training. The third is the combination of school teaching with factory practice and social practice. In short, this combination of 'production, teaching and research' is mainly reflected in the field of teaching, teaching is the main, other auxiliary." The combination of production, teaching and research should be developed into the combination mode of school and enterprise. At present, the combination mode of "production, teaching and research" in higher vocational colleges is mostly the combination mode of teaching. In ORDER TO further develop higher vocational education and train more suitable technical applied talents, it is necessary to deepen the combination of "production, teaching and research" and develop to the school-enterprise cooperative mode. Demonstration university-enterprise cooperation mechanism, we should set up university-enterprise cooperation committee, the research of cooperation mechanism, including school professional Settings, target, teaching program, practice, graduate design, distribution, teacher training and so on, analyzed the enterprise market, development plan, product development and personnel training, technical problems, such as if there is no mechanism of mutual promotion, mutual benefit, Cooperation between the two sides will not last long. The key points of the model are "comprehensive cooperation, deep involvement and mutual benefit". This is the common experience of higher vocational colleges that work together.

Quality-oriented education: an educational model aiming at improving the quality of the educated population. It pays attention to people's ideological and moral quality, ability training, simplicity development, physical health and mental health education. Although quality-oriented education and exam-oriented education are antonyms, they are not absolute opposites, or even opposites at all. From the renewal of educational ideology to the reform of educational model and school management, from the reform of curriculum materials to the modernization of teaching methods and means, from students' evaluation of school mental health and health to the improvement of education and teaching evaluation and teacher's further study, etc. Courses and education field to change to information, including

outstanding achievements of human civilization, the modern civilization, on the basis of the condition of the traditional book knowledge is based, to realize the teaching view of knowledge courses to learn to cultivate, to achieve "teacher way dignity" democratic equality between teachers and students, to encourage the right ways of the education success and positive, admit exploring mistake. Not full responsibility: It provides students with the largest space for thinking, exploration, discovery and innovation. It is open and selective, runs through the principle of combining theory with practice, highlights practice, and is convenient for students to operate and carry out other activities. Learners must be built as the center. The basis of students' independent activities 2. The new teaching curriculum takes students' independent activities as the basis of real and exploration to form a relaxed educational environment and education system that is conducive to the healthy development of students' subjective spirit and innovative ability. In the educational evaluation, the focus of the evaluation system should be inclined to the innovation ability, aiming at the coordinated development of learning subjects, and changing the situation that the evaluation standard is only based on scores. Should improve the learning ability to adapt to social change for the field of vision, change simple with the vision of school performance in school management, to shift from closing to opening, abandon rigid conservative management, actively improve the creation of an orderly, loose coordination, open and efficient progresses, inspiring a conducive to innovation talent management mechanism and educational environment. Quality education and innovation education are the inevitable requirements of social progress and economic development, and also the needs of modern education development. Therefore, we should vigorously promote the cultivation of creative talents and improve the quality of people in an all-round way to meet the needs of social development. Since the reform and opening up of the country, the Party and the state have always taken improving the quality of the whole nation as a fundamental task bearing on the overall socialist modernization drive.

Fast food culture: The pursuit of speed rather than content. For example, read great books only in condensed versions. Fast food culture is the product of people's

accelerated pace of life, the product of people's excessive pursuit of fame and wealth, and the performance of people's pursuit of fame but not reality. Can only fill the stomach, but there is no nutrition, eat more will harm the body. It refers to the cultural trend of thought and cultural phenomena that pursue rapid development, popularity and short-term popularity, and ignore the profound accumulation and intrinsic value. With the rapid pace of today's society and the further development of the Internet, fast food culture has entered a crazy era, which has slowly evolved into a fashion and impacted the traditional culture. Although fast food emphasizes "fast", it is not suitable to eat too much because of the lack of nutrition. Cultural fast food also has such defects. There is no connotation, nor can it reflect and represent the mainstream. Fast food culture partly meets people's spiritual and cultural needs in the modern fast-paced society, but also brings negative effects. Cultural fast food creates eye-catching consumption documents with attractive lines, eye-catching colors and content that caters to the public spirit. In terms of text consumption, reading takes the place of thinking, vision takes the place of listening, and spiritual activities are no longer vertical, but only grasp the appearance. In cultural fast food, the so-called essence behind the phenomenon and the deep layer behind the surface are not true but hidden, and the signifier does not exist. The beginning and end of the text narrative structure is chaotic: the city, foreground, middle scene and background are also vague. In SUCH consumption TEXTS, the spiritual self-entertainment is manifested as the negation of meaning, the infatuation with appearances and the free play in the flat world without depth. But from a global perspective, it can be said that the worldwide culture of fast food has formed the popular mood in China. The emotion first manifests itself as a schizophrenic nocturnal form. The immaturity of mass subjectivity has collapsed, the death of the subject will inevitably cause emotional schizophrenia: there is no goal, no certainty, no center, no ultimate value, everything is regulated in the frame of reference, so that all kinds of things are in a kind of pluralistic openness. On the one hand, this change in the judgment of emotional value liberates people from the illusory historical myths and the authoritative discourse of knowledge, on the other hand, it also makes people feel a kind of unprecedented confusion. It can be said that mass culture, with the

perfect communication technology and reproduction means of modern cultural industry, provides people with the "original magic" of elimination. Stimulate the audience's unconscious desires. Created the principle of general happiness. They are the ultimate pursuit of meaning, absolute value, nature of life, historical consciousness, aesthetic personality, and no longer to save the people by culture, no longer to benefit the people by God's grace, no longer to show the intellectual superiority and intellectual superiority by art the strength of personality and tragic spirit of Prometheus. They are just stories, plots and scenes without depth, a kind of exciting and dizzying audio-visual time and space, only phenomena without essence. Only by chance there is no inevitable, everything is toward the birth and death, fleeting. These texts are meant to amuse, not to explain, to amuse, not to judge. Gorgeous and rich, but nothing at all. Culture eventually becomes a cultural game. Popular culture offers a colorful world but hidden behind the color may be the exchange of money. When culture is functionally transformed into a kind of cultural entertainment, entertainment unilaterally replaces the whole culture, and at the same time replaces the entity of existence, thus becoming the false satisfaction of the real desire in existence. Mass culture keeps the subject in the pleasure of evolution and forgets the meaning and survival itself. This is the cultural crisis contained in mass culture. Layer of mass culture and commercial interests of tooth dependent, so it inevitably in the vulgar way instead of blue for the public, the effective sale products to sell the interests of people at the same time, it and accomplished the interdependence of power, and in contrast to our cultural development, social progress and the pursuit of a kind of ideal aesthetic criticism, Efforts to have a transcendent and dynamic sense of human progress are bound to have negative consequences. If we do not understand its impact, or are indifferent to it, then we may pay a historic price. The "non-realist" nature of mass culture often misleads people's understanding of the real world and weakens people's judgment and practical ability of reality. As a cultural ideal, "authenticity" is avoided by mass culture, which is concerned with stimulating, attracting and catering to the public. Although the mass culture replicates the appearance of reality vividly, it is the reproduction of the appearance that steals the reality and makes the reality

unrealistic. We see only the image of the world, but not the world itself. Mass culture simplify the complex reality contradiction conflict of binary opposition to all people, dramatically reduced to survive, to a story of everyone is full of joys and sorrows, simplify the relationship for multiple rights, love games relentless simplify the history of the real reward is distinct moral fable attracted to the real world "absent" and "absence" of the unconscious. Of course, people worry about whether people have the right judgment to deal with and solve real dilemmas when they are used to seeing the world from one point of view. On the contrary, popular culture takes sex, violence and the exchange of power as the scope to stimulate the desire to consume. As people devour it, they devour the distortions of the world. Moreover, it is easy to exaggerate the importance of sex in relationships, the possibility of real threats of violence, the need to solve problems through violence, dramatic changes in daily life and reliance on causality. Such exaggerated consequences are likely to lead people to react incorrectly, or at least inappropriately, to sudden real-world challenges. Once culture is divorced from the spirit of realism, people rely on culture to understand the reality, grasp the reality, reform the reality will go astray.

Hedonism: The motive Theory Emerging in the eighteenth Century. This is an important factor in the formation of motivational psychology. Human behavior is thought to be motivated by a desire to escape pain. Bentham gave the first systematic account of the universal principles of psychological hedonism. He classified past, present and future hedonism. Experimental psychologists belong to the hedonism of the past, believing that past pleasures determine present actions. As Thorndike discovered in his 1898 cage experiments, movements associated with pleasure are repeated to make a good impression, and movements associated with pain are suppressed to make a bad impression. The hedonism of the present claims that happiness in the present is the highest criterion of human behavior, and the purpose of human behavior is to pursue happiness in the present or to escape pain in the present. The hedonism of the 18th and 19th centuries belongs to the hedonism of the future and the hedonism of society. Bentham said that happiness is the only good for individuals and society, and that all human actions stem from the concern for

their own interests. Byeon tries to explain all social behaviors by deliberately avoiding pain and enjoying life.

Money worship: the blind worship of money, that the value of money is the highest value, all values are subject to the value of money ideas and behavior. The worship of money is the belief that Money can rule everything. The idea of pursuing money as the highest purpose in life. Money worship is a kind of money-oriented ideological and moral concept that money is not only omnipotent, but also a standard to measure all behavior. Money-worship values such as "society can't do without money" and "money first" are thought to be the result of capitalism that encourages the pursuit of self-interest.

1.7 Study the importance

(1) Theoretical significance

With the deepening of people's understanding and the increasingly obvious trend of comprehensive development of science and technology, the future society will have a more prominent demand for comprehensive ability of "generalist", which will greatly change the traditional "expert" view of education to the impact of wood. The concept of generalist education emphasizes the importance of discipline synthesis, the interpenetration and intercrossing of art and science, and the equal importance of science education and humanities education. People's comprehensive knowledge is valued. The cultivation and training of comprehensive quality and ability is the important content of cultivating innovative talents, and also the basis for innovative talents to stand out. The task of higher education is to cultivate senior specialized talents with innovative spirit and practice ability, the cultivation of the talent is implemented through education activities, education management is one part of the education management education activities as an important part of school education work is to maintain normal order, improve work efficiency and quality. The research of education management in higher vocational colleges is of great

significance to further promote the innovation of education management in higher vocational colleges and make full use of the limited resources of higher vocational colleges to train more innovative talents.

(2) Practical significance

Higher vocational colleges pay attention to the cultivation of social talents, and higher vocational education is an important part of the education cause. Colleges and universities need to continuously improve the education cause, in order to continuously provide professional talents for the society. To cultivate high-quality talents in colleges and universities need to continue to create new management model, reform the education policy, combined with the market development to cultivate the students' convenience, make rational development plan, learning practice platform for students: to promote students' development space, cultivating professional talents of high quality to meet the market demand to meet the needs of social development, the relevant departments attach great importance to education management reform, We will continue to intensify reform efforts to ensure high-quality personnel education and training. The purpose and task of talent education in higher vocational schools and ordinary colleges are different. Higher vocational colleges pay attention to training technical personnel, which requires the government and relevant education departments to attach great importance to, establish an educational management mode in line with the social market economy, and promote the development of education.

Chapter 2

Theory and Literature Reviews

2.1 Concepts and theories

"People-oriented" scientific outlook on development as the basis: it believes that standards are for the all-round development of people, divorced from the fundamental interests of promoting all-round development, promote social development, continue to meet the increasing material needs and economic, political and cultural interests, to ensure that the results of development benefit all the people. All-round development means taking economic development as the center and comprehensively promoting economic, political, and cultural development to achieve economic development and social progress. Purpose is responsible for coordination of urban and rural unified development thought development planning, regional development planning, the unification of economic and social development, the human and the nature harmonious and unified development, unified planning and promoting the development of production and domestic match, promote the economic base and superstructure every step of the economic, political and cultural construction, harmony each other in all aspects. Sustainable development is to promote harmony between man and nature, realize the harmony between economic development and population, resources and environment, adhere to the path of civilized development featuring increased production, prosperous life and sound ecology, and ensure that it is passed on from generation to generation. The scientific outlook on development adheres to the basic position, viewpoint, and method of Marxist social development theory. The concept of development is the basic concept in Marxist theory, and the problem of development has always been an important problem that Marxism pays attention to and answers. As we all know, the two basic viewpoints of Marxist materialist dialectics are: the viewpoint of universal relation and

the viewpoint of development. As one of the two great discoveries of Marx, historical materialism is not only the philosophical explanation of Marxist social development, but also the philosophical worldview methodology of explaining the law of social and historical development. Historical materialism emphasizes two aspects of development: one is historical determinism, the other is historical dialectics. Marxist theoretical system, from the perspective of Marxist philosophical world outlook and methodology, reveals the objective law of social development, fully excavates the internal connection of social structure, and the unity of social development and human development. Social development and ultimately human development. Social development indicates the internal law of overall planning and adjustment of economic and social development, including economic development and the development of other areas of society. Marxist economics, political science, sociology, ethics, culturology, history, military science, etc., explore the development law of each specific field, consider the relationship and mutual unity of each specific field in the process of development, so as to form a Marxist society and form a general theory of development. A series of important Marxist theoretical views on social development provide indispensable theoretical support for the scientific outlook on development. The scientific development view pushes the Marxist development view to a new height according to the requirements of the development in the new era. The Scientific Outlook on development is a scientific summary of the practical experience of China's reform, opening up and modernization construction for more than 20 years. It is the crystallization of the Party's observation of the contemporary world and the development of contemporary China with a broad world outlook and profound strategic thinking. It is the crystallization of Marxist historical materialism in contemporary China and the vivid application and embodiment of social development. Our party guided by the marxist world outlook and methodology, in close connection with the development of contemporary Chinese practice, creatively put forward the development content, development stage, development in contemporary China, growth and development regularity and development system, answered the development strategy of science development, the development opportunities and development goals, development, essence and other major

problems, It has reached a new height in the development of the Marxist concept of development, established the contemporary form of the Marxist concept of development, and made contributions to the development theory with Chinese characteristics for the world.

Tao Xingzhi's thought of "Education, social Education and life Education" : "Education" is the core of Tao Xingzhi's educational theory. What is "life education"? Dow pointed out: "The so-called life education is the education that is essential for life, self-support and life. The fundamental meaning of education is the change of life. Life does not change at any time, which means that life does not contain the meaning of education at any time." Since the education of life is inherent in human society, then life is education, the so-called "what life is to receive education; A good life is a good education, and a bad life is a bad education." He also said: "Life education and life together, the basic meaning of" education ": first," life is education "originated from human society, people's life and life education, life education changes with the change of human life. Secondly, "life is education" corresponds to various kinds of life in the reality of human society. Life education is to receive education in life, and education is carried out in various kinds of life. Thirdly, "Life is education" is a kind of lifelong education, which runs through the whole life. Society is the school is Tao Xingzhi "life education" theory another important proposition. Tao Xingzhi said that since the birth of mankind, society has been a school. From the standpoint of the public, society is the only school for the public, and life is the only education for the public. Why didn't the scholar-officials of the ruling class admit it? Because they have special schools to give their children special education. Tao Xingzhi opposed this special and unequal education and advocated that "society is school". Tao Xingzhi promoted the popularization of mass education and proposed that "society is school", demanding to expand the object of education and the content of learning, so that more people could receive education. "We argue that 'society is school' because under 'school is society' there is so little in school. On the contrary, we believe that 'society is school' and that through educational materials, methods, and tools, the environment for education will be greatly increased, and students and teachers will

also be increased. Tao Xingzhi's proposition that "society is school" is the same as "life is education", which opposes the departure and isolation of traditional education and life, school and society. "School, that is, society, is like a lively bird caught from the sky and kept in a cage. It's easy to fool because it's a small school trying to absorb everything in society." And it builds a "wall between school and society," separating school from social life. Tao Xingzhi proposed that "society is school". That is, "throw the bird in the cage into the sky and let it fly freely", tear down the wall between school and society, and "let everything in school stretch out into nature". In Tao Xingzhi's words, the explanation of the phenomenon of life is the explanation of the phenomenon of education, that is, in life, to do things, to learn their own progress, to teach people to influence, teaching is only teaching is a kind of life is three aspects, rather than three separate processes. It teaches one thing, not three things. We have to learn as well as teach." He took farming as an example, pointing out that farming should be learned in the field and taught in the field. In Tao Xingzhi's opinion, "teaching unity" is both a life method and an education method, which means that the method of teaching is the method of learning, and the method of learning is the method of doing. "We should learn from Fu University how to do things, and tell him how to do things. Not to teach is not to teach. Not learning is not learning. Focus on teaching and learning ". Therefore, he places special emphasis on acquiring knowledge in the activities he "does". It is worth pointing out that there is a difference between learning and doing from "doing education". First of all, Tao Xingzhi said "do" means "work hard", and he opposed the departure of work hard and work. Secondly, this "doing" is also the "doing" of "doing is the beginning of knowing". Tao Xingzhi "Teaching is centered on unity, which naturally reverses the view of Yangming Dongyuan that 'practice is the beginning of knowledge' and 'to appreciate knowledge, one must first repeat it'. He believes that 'only with the courage to practice can one reap the benefits of knowledge'. It can be seen that Tao Xingzhi's "doing" is built on the basis of "doing". He seeks knowledge by "doing" and emphasizes that "doing" is the source of knowledge. These views have epistemological materialism, so "teaching unity" is different from the subjective idealism of "big events and small things". However, Tao Xingzhi's "practice" is not the same as what we now call practice. His "practice" is only

a narrow and trivial activity. What educational principles do vocational education believe in, which will reflect the educational commonness and individual needs of vocational education. We basically have to admit that cultivating students' realistic education, education pursues the common value pursuit of promoting physical and mental development, which is basically in line with the moral education goal of current vocational education and the requirements of civic morality in the new era, and in contrast with the "profit-oriented" vocational education. We think we should give "profit-ism" ability to students "far" only in relation to virtue. Cultivate students' professional ability, while infiltrating "beneficial", "pleasure" and other professional emotions, cultivate "love, happiness, loyalty" professional spirit. Only by combining scholars can we realize the comprehensive view of talent quality in vocational education. It can be seen that Tao Xingzhi's "Learn to Be a Man" added more notes. Here, he proposes three elements of the "whole person". Secondly, to have independent thought, have a strong sense of thinking, have the ability to judge arguments. Third, there must be an independent body. A career should have a separate career, that is to obtain a career. When choosing a career, it is only based on the individual. For vocational training "in consistency is task driven power work need action will lead to a business process or business education organization in accordance with the procedures' start 'emphasis on the appearance of the concrete, so as to promote students' ability in vocational and technical education and deepening of (or verification), and it overturns the traditional teaching to practice first, in order to learn the knowledge theory as the main line organization teachers accept learning mode, It embodies the essential law and practical need of vocational education. The intellectual wants to do, "can just be another, uncritical pursuit" of the popular similar theory of vocational education is so open I'm calling to tell you that this is derived from a simple cold performance training or a good tuning. Emphasize "labor, action, thought, result of new value. The final job function of formal orientation is the behavioral concept after training and drawing new values from experience, the purpose is to improve the social status of workers, rely on social economic groups and the intellectual improvement of workers such as engineers, to form high-quality workers. This is consistent with the current job responsibilities of the

so-called "short and fast" type of vocational education, that is to emphasize the classroom teaching in vocational education to carry out comprehensive functional training, is obviously profound significance, worth pondering. To sum up, TAO Xingzhi's educational thoughts integrated the excellent educational thoughts of ancient and modern China and foreign countries, inherited and originated the positive components of Chinese and Western educational thoughts, and promoted the development of the happiness force of the absolute majority of the society. As relatively good oneself and western thought development localization, the basic theoretical system and rich and modern vocational education to its purpose and practice in policy and the reform of the curriculum and teaching practice, provides a vivid experience, because education thought to guide our reform of vocational education is facing is through the study, teachers' ideas, It is of great practical significance to realize the deep transformation of strategy, method and means, promote the combination of theoretical research and practical work, and promote the transformation of vocational education.

2.2 Literature review

2.2.1 The introduction

Education innovation management mode for higher vocational colleges, the society to create the necessary way for training advanced talents, the innovation system and innovation atmosphere, the higher vocational colleges must first establish the management of innovative thinking, cultivate their creative thinking, the construction of the scientific management system, management procedure, in to students as the main body of the new management mode under the new situation, to undertake to the student The new education cultivates the innovative spirit and spirit of the manager, and makes him a person of comprehensive innovation.Cultivate talents and cultivate pillars for social development. 1. Several typical models of talent training in higher vocational colleges: production-learning synergy model. Higher

vocational industry-school cooperation, namely school-enterprise cooperation, through targeted training for the types of talent needs of enterprises in the market, in order to meet the needs of enterprises at the same time, so that more graduates can find ideal jobs and. Decentralized cooperation model. Many higher vocational colleges cannot establish stable cooperation mode with enterprises due to their own imperfection and the influence of excessive external market environment. In this loose model, students' practical abilities and future employment prospects become opaque.

2.2.2 the text part

1. Current situation of personnel training and education management in higher vocational colleges

College leaders do not pay enough attention to teaching management. The updating of teaching management mode is artificial operation and management. At present, the relevant leaders in some higher vocational colleges do not pay attention to the innovation of teaching management. In fact, this is also the problem that the cognition of management is not universal in the teaching management of our higher vocational colleges. The rapid development of society and economy, the urgent need for talents these higher vocational colleges to do a good job of vocational education managers, open school management system, management mode, from a larger perspective to consider, at present, many colleges and universities classroom teaching management mode of a single old society in the stork see a large number of talents. Investment in educational facilities is low. Influenced by the traditional education concept, many people have prejudice against vocational education. They think that the talent training level of higher vocational colleges is lower than that of higher vocational colleges, so most students choose to study and live in higher vocational colleges. As a result, the students of higher vocational colleges are less, and the country's financial investment in higher vocational colleges is also less, the financial investment in educational facilities of higher vocational colleges is less, and the

educational hardware facilities are backward, unable to keep up with the development of The Times and unable to meet the needs of education. The teaching administration is not sound. At present, the lack of higher vocational college classroom teaching of clear objectives, teaching contents and methods behind the teaching achievement management, only know whether the teaching is normal, ignored the updating of teachers and the availability of knowledge itself and the real demand, professional set up and can't keep up with market demand, relying on the successful experiences of other Ignoring the university as a whole in scientific research and teaching management, emphasis on teaching but not enough management, not forming a sound teaching management mechanism, teaching management efficiency is low, seriously hinder the development of the university. The quality of the teaching staff is low. Excellent teachers are not only conducive to making teaching plans, but also can ensure the smooth progress of teaching and improve the quality of teaching. Due to the limited investment in education fund, the quality of teachers in Chinese colleges and universities is uneven and the structure is complex. Recruitment of secondary teachers, regular high school new teachers and senior professional technicians. Some of them have good teaching ability and experience, but their professional knowledge level is limited, and the knowledge they teach students is limited, which cannot satisfy the students' thirst for knowledge. Although he has a strong practical ability, but the teaching ability is insufficient, it is difficult to impart knowledge to students.

Vocational education should conform to the needs of the society, which has its primary significance. However, the appearance of vocational education as a tool of social labor training violates the original intention of vocational education. In the real society, the instrumental and economic characteristics of vocational education are prominent. In the view of many vocational educators, educatees have only been mechanical "model release", "mechanical operation", can not really exercise their learning, operation and other abilities. In many cases, people's tireless requirement for vocational education is to make skilled machines work in one position and make immovable screws in one position for the economic society.

Vocational education is more about making a living and less about living. The relationship between education and personal livelihood is the focus of vocational education. Therefore, it is considered that vocational education is to make a living, so that students can have a place in the society in the future and obtain the means to make a living, which is the embodiment of the social function of vocational education. At the same time, we do not deny that our country is in the primary stage of socialism and that productivity is underdeveloped. If they are only satisfied with vocational education and taking care of loan sharks, they will only focus on job training and ignore spiritual care and psychological care. Then they will be at a loss in the face of fierce competition and impetuous life. , the workplace, or malaise, oneself or Sorenstam (bondage, "work" is also difficult to complete. Therefore, vocational education should not only pay attention to livelihood care, but also give life care.

The short-term benefits of vocational education. Many educational institutions and educatees have their own short-term positioning. The short-term goal of training institutions is to let students have certain skills in school and then face the society, so that they have a higher employment rate, so as to lay a good foundation for the next enrollment; The goal of the educated is simpler. Most of them believe that they only need to master a skill in school and find a stable job in society. I don't have a definite plan for my future. I just think about short-term interests, and my future is still unknown. The awareness of the importance of vocational education development is insufficient, and the management system, school-running system and school-running mode of vocational education do not meet the needs of economic construction and social development in Gannan. The proportion of development of vocational schools and ordinary senior high schools is not reasonable, the investment in vocational education is insufficient, the foundation is weak, the running conditions are poor, and some schools are closed or changed. The phenomenon of the loss of vocational education resources, the employment of graduates is difficult, the employment access system is not effectively implemented, which affects the enthusiasm of the educated.

2.The concept and characteristics of personnel training education management in higher vocational colleges

Concept: Higher vocational education should be an education that cultivates talents different from the current type of ordinary higher education. This is a course that focuses on the application of theory. Higher vocational education cultivates practical talents with necessary theoretical knowledge and practical ability. Theoretical knowledge refers to the theory and knowledge necessary for the post group corresponding to a major or industry. Including basic knowledge, professional and related professional knowledge, social economic and legal knowledge, etc. The practical ability of talents in higher vocational education requires not only the professional ability of practical positions, but also the comprehensive ability of entrepreneurship and innovation. The practical ability requirement of higher vocational education for talents is the application ability with certain compound and comprehensive characteristics on the basis of certain theoretical basic knowledge. The development of practical ability does not completely depend on the development of theoretical knowledge, but the use of human factors. It also depends on non-intellectual and non-technical factors, such as values, moral standards, willpower, and psychological quality." "Practical talent" refers to the practical work, can be skilled and efficient to successfully complete a work or master the theoretical knowledge of the number and the size of the practical ability, with the degree of organic combination of the two.

Characteristics: Higher vocational colleges mainly aim at adapting to the needs of society, and design students' knowledge, ability, quality structure and training program with technical application ability as the main line. Therefore, the talent training mode of higher vocational colleges has its own characteristics and features. Its characteristics are as follows. To train the production, construction, management, service of the frontline needs of advanced technology applied talents as their own responsibility. The teaching program and training direction are designed with social demand as the guidance and technology application ability training as the main line,

and the characteristic teaching mode such as practice teaching is adopted to improve students' practical ability. The construction of double-qualified teachers is the key to the success of higher vocational education; Industry-school connection and industry-school cooperation are the basis for training applied talents. Overall, the pattern of higher vocational education with the characteristics of skill education is the most important in higher vocational colleges cultivate talents as an independent type of talents, has its specific knowledge and ability structure, they have elementary and intermediate level than the average theoretical knowledge and technical personnel more than the general engineering type talent has the strong ability to analyze and solve practical problems. They also have strong organization, coordination and technical management ability to deal with personnel management, equipment operation and other related work. Higher vocational education is not only vocational education, but more importantly, it highlights the "skill education" part of the profession, so the training mode of higher vocational talents should highlight the "skill education" as the main body.

Chapter 3

Research Methodology

3.1 Population/sampling method/variable

Sample population: sophomore students of Management in Henan University

Sampling method: Pure random sampling is to select a part of observation units in the population to form a sample in a completely random way. The common method is to number all the observation units in the population, and then draw a sample of some observation units by drawing lots, random number tables, or random

numbers generated by computers. The formula:

$$n = \left(\frac{t_{\alpha} \sigma^2}{\delta} \right)^2$$

Sample size: Since the whole university knows a lot about you and covers a wide range, we choose sophomores majoring in management for sampling survey. Sophomores in management have a certain knowledge reserve and are familiar with the university. Looking at all aspects, we finally determined that the sample size of this market survey is 300. See the sampling plan arrangement for the specific distribution plan. The allowable error δ , a factor considered in sample size estimation, refers to the difference between sample statistics and population parameters or between sample statistics required by researchers or objectively existing. The smaller the allowable error value is, the larger the sample size is required. The population standard deviation σ or population rate π is usually estimated according to pre-test and previous research results or statistical theory. The

larger the σ is or the farther the π is from 0.5, the larger the sample size is required.

3.2 The data collection

This research adopts two methods: literature method and questionnaire survey. The researchers first found relevant scale literature as a reference for compiling the questionnaire. The researcher developed a preset questionnaire prediction, and used SPSS 22.0 to analyze the scale, and completed the topic selection and screening, which was used as the statistical basis for the formal questionnaire.

This study adopts literature survey and questionnaire survey. Generally speaking, after the selection of topic, social investigation starts with literature investigation. The significance of literature survey, first of all, is that it can make our research stand on the shoulders of predecessors, this is no doubt. Literature survey is the initial work of any social survey, that is, literature review. Now the question is, if we can do a single topic, do a specific research project using the literature method. The so-called literature survey is actually a process of literature collection. The steps of this process are: retrieval, browsing, screening, reading, recording and identification. The first thing to look at is the literature. There are three commonly used methods for literature retrieval : (1) tool method; (2) Tracking method; (3) Periodic method. To browse, generally speaking, is to collect general documents and read them roughly. Through browsing, so that they have a preliminary understanding of the collected literature or general understanding. When browsing the literature, we should pay attention to the following two points : (1) speed should be fast; (2) Be good at grasping the key points. The so-called screening is to divide a large number of documents into necessary, applicable and inapplicable parts on the basis of browsing and according to the needs of the purpose of investigation, which requires a large number of documents. Screening basis. The quantity and quality of useful information in the literature. We refer to useful information that is relevant to the research topic as

useful information. The documents that contain the most useful information in both quantity and quality are placed at the top of the queue and are called essential items information. The information that comes after quantity and quality is the information that we come after need, which we call application information. Next comes information that is available and information that is not. The key to screening is to be good at comparing. The order of selection depends on personal habit or actual situation. When you have a large amount of data on hand, you can first sift through a large amount of literature for what is available (the eliminated literature is not used), then sift through the available literature for what is applied, and finally sift through the applied literature for what is needed. When you have a small amount of data, you can do another kind of filtering, which is to select the required literature first, and then select the applied literature and the available literature. Such a clear hierarchy will give you a clear picture of all the information collected. It's browsing or it's a cursory collection of documents. To really extract useful information from the literature, you still need to read carefully. There are also skills in reading literature : (1) Read the abstract first, then read the original; (2) Read the review literature first, then read the topic literature; (3) Read the current literature first, then read the past literature; (4) First rough reading, then intensive reading.

The researchers designed the questionnaire in September 2022 and sent 300 formal questionnaires to a X University in Henan, 269 of which were recovered, with the recovery rate of item analysis and reliability analysis being about 89%. The specific formal questionnaire items are divided into three parts, including the following three charts:

3.3 Study design

1. Survey location: Management Major, Henan University.
2. Overall Research: sophomore majoring in management at Henan University
3. Survey methods: We will conduct a simple random sampling of sophomore students of management in Henan University, and obtain the information needed for

the survey through the distribution and retrieval of questionnaires from teachers and students.

4. Research methods: This research mainly adopts a combination of field visits and questionnaires.

The questionnaire design is a descriptive research design in the conclusive research design. The questionnaire mainly includes multiple choice and mixed questions.

5. Time design: It lasted for one month. In the first half of the month, the investigators were asked to search for literature data and conduct questionnaire survey to obtain preliminary data. In the second half of the month, questionnaire survey and direct interview were conducted to collect first-hand information.

6. Data collection methods: This study mainly adopts statistical survey and literature research. The main information in the early stage of the survey is secondary data, mainly from the Internet and referring to the results of similar surveys done by previous students. With the deepening of the survey, I have a deeper understanding of it. Through the design of a questionnaire on the research of talent training education management in modern higher vocational colleges, the data is analyzed and sorted out.

3.4 Statistics and data analysis

Based on the above literature review, relevant theories and research objectives, this study adopts questionnaire survey to determine the research structure and object. Select the measurement tool suitable for this study. An online electronic questionnaire was used for distribution, measurement and SPSS data analysis were collected directly from the web background for classification and analysis. A total of 12 questions were set in this questionnaire, which mainly investigated the innovation of talent training education management in modern higher vocational colleges. The corresponding results were obtained through data statistics. In this questionnaire survey, we distributed a total of 300 questionnaires. The specific implementation objects and effects are as follows:

Reliability and validity analysis:

Table 3.1 KMO and Bartlett test tables

KMO and Bartlett test	
KMO sampling suitability quantity.	.683

Table 3.2 Reliability statistics Table

Reliability statistics	
Clonbach Alpha	A number of
.674	10

Table 3.3 Gender frequency distribution table

Your gender		frequency
effective	boy	106
	girl	163
	A total of	269



Figure 3.2 Gender frequency distribution

Summary and analysis: There are 300 questionnaires in this formal survey, 269 of which are valid, and the ratio of male to female is about 4:6. The number of samples is limited, and the data obtained by randomly selecting respondents through observation can only be a rough estimate, but it is generally in line with expectations.

Table 3.4 Occupational frequency distribution table

Your career		frequency
effective	students	258
	Teachers'	4
	others	7
	A total of	269

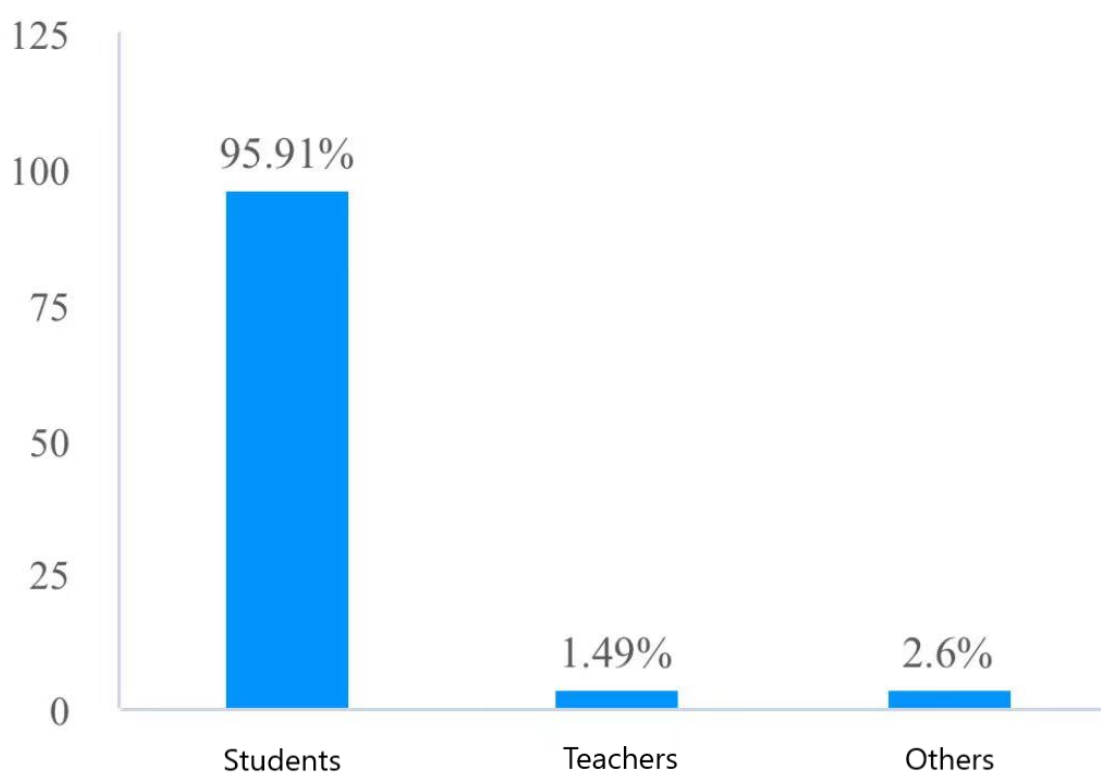


Figure 3.3 Occupational frequency distribution

Table 3.5 Age frequency distribution table

Your age		frequency
effective	18 to 25 years	265
	25 to 40 years	3
	40 to 55 years	1
	A total of	269

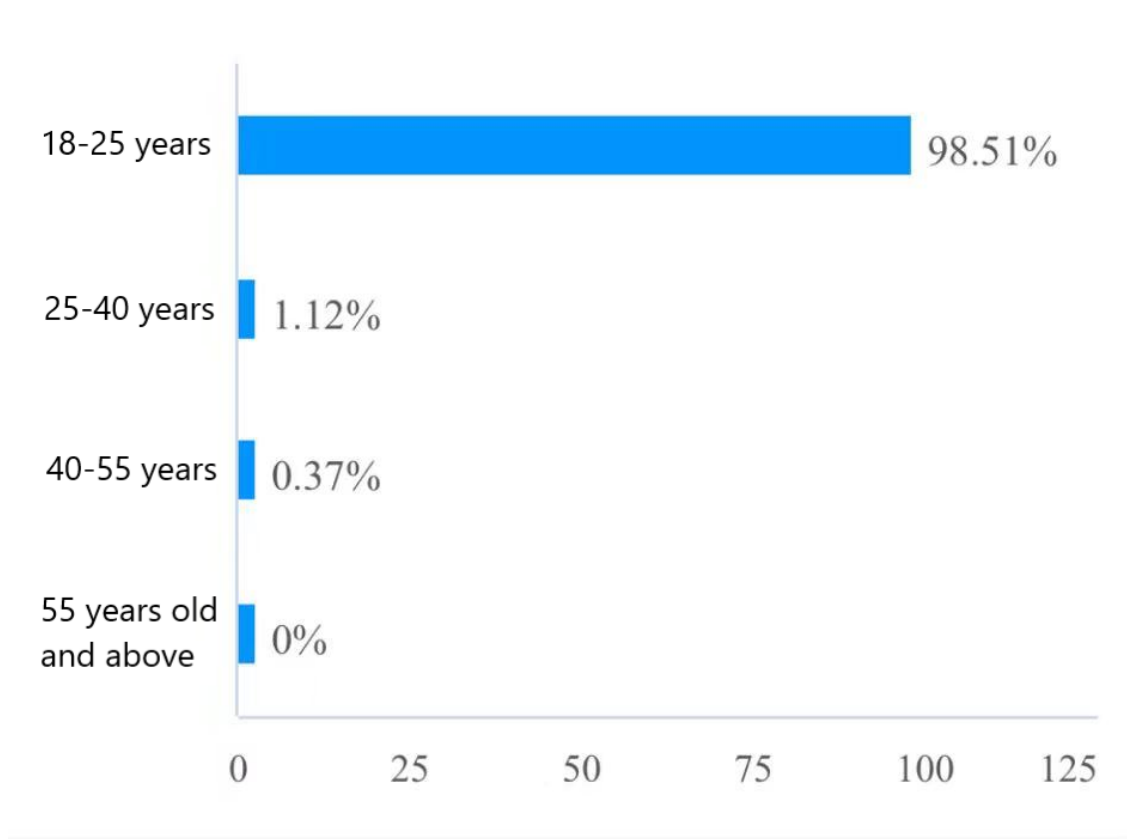


Figure 3.4 Age frequency distribution

Conclusion: Most OF the respondents are students, and few teachers and other personnel fill in. Research can only represent the majority of students.

Table 3.6 Whether to understand the frequency distribution table of talent training system in higher vocational colleges

Do you know the personnel training system of higher vocational colleges		frequency
effectiv e	Very well informed	42
	Better understanding	68
	general	126
	Don't know at all	33
	A total of	269

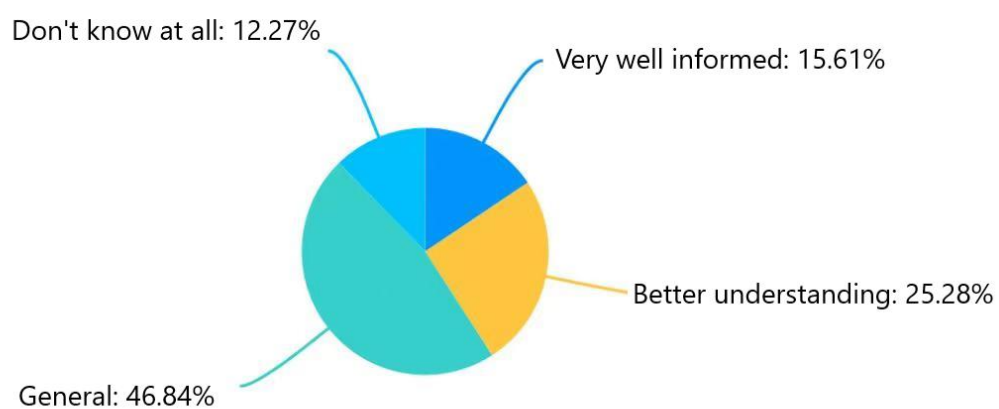


Figure 3.5 Whether we know the frequency distribution of talent training system in higher vocational colleges

As can be seen from the results, most of the students know more about the talent training system of modern higher vocational colleges, and most of them are students, which shows that the students are very concerned about their future development path and how the school trains them.

Chapter 4

Data Analysis Results

4.1 Data analysis

The data of this analysis is the research of 269 people in a university in Henan Province on the talent training and education management of modern higher vocational colleges, which contains seven variables, respectively: age, a class of variables; Gender, a class of variables (1 represents male, 2 represents female,); Occupation, a class of variables (1 represents students, 2 represents teachers, and 3 represents other employees); The degree of understanding of the personnel training system in higher vocational colleges is a kind of variable (1 means very understanding, 2 means relatively understanding, 3 means general, and 4 means not understanding at all). Whether there are problems in the management of talent training and education in higher vocational colleges is a kind of variable (1 represents yes, 2 represents no); Whether talent training is meaningful is a category of variables (1 means yes, 2 means no). Through the use of spss statistical software, frequency analysis, descriptive statistics, variance analysis and correlation analysis of variables, in order to understand the comprehensive situation of the above aspects in the region, and analyze the distribution characteristics of variables and the relationship between each other.

Basic statistical analysis often begins with frequency analysis. Through the frequency analysis of 269 statistical data tables in different regions, the number of men and women and the basic distribution of different degrees of understanding of the personnel training system in higher vocational colleges are understood.

Table 4.1 Frequency analysis table under the condition of gender and understanding degree of talent training system in higher vocational colleges

		Your gender	Do you know the personnel training system of higher vocational colleges?
The case number	effective	269	269
	missing	0	0
The minimum value		1	1
The maximum		2	4

First of all, the frequency analysis of male and female sex in a university in Henan Province is conducted, and the results are as follows

Table 4.2 Gender frequency analysis table

Your gender					
		frequency	The percentage	Effective percentage	Cumulative percentage
effective	1	106	39.4	39.4	39.4
	2	163	60.6	60.6	100.0
	total	269	100.0	100.0	

The form states that of the 269 people surveyed in the district, 106 were male and 163 were female. The ratio of male to female was 39.4 percent and 60.6 percent, respectively. The number of female students in the survey was more than that of male students.

Then, frequency analysis is conducted on the understanding degree of the talent training system in higher vocational colleges in the original data, and the results are as follows:

Table 4.3 Do you know the talent training system of higher vocational colleges?

Frequency analysis table

Do you know the personnel training system of higher vocational colleges?					
		frequency	The percentage	Effective percentage	Cumulative percentage
effective	1	42	15.6	15.6	15.6
	2	68	25.3	25.3	40.9
	3	126	46.8	46.8	87.7
	4	33	12.3	12.3	100.0
	total	269	100.0	100.0	

Secondly, the understanding degree in the original data is analyzed with the frequency, and the results are as follows:

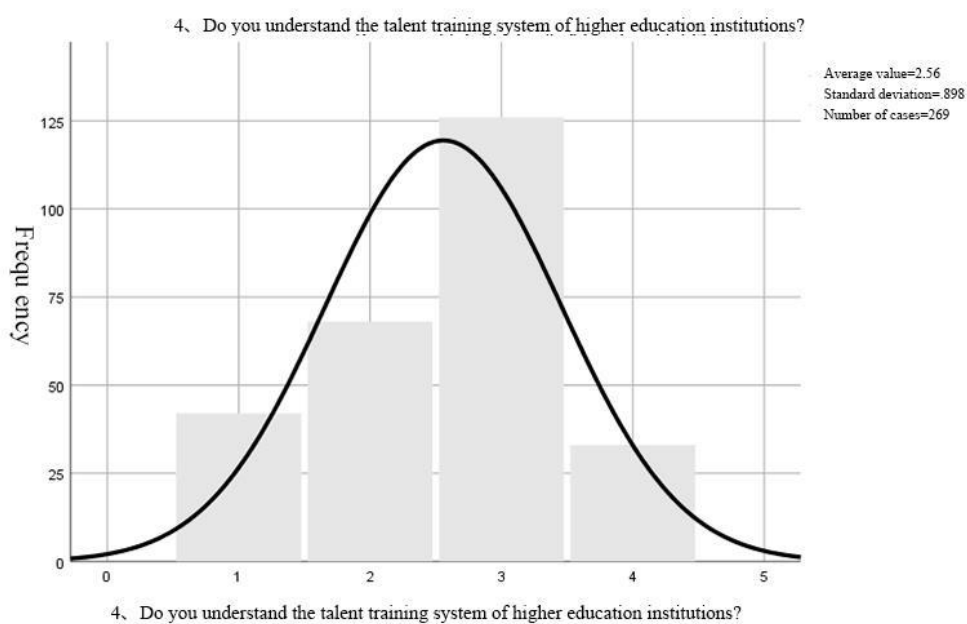


Figure 4.1 Do you know the talent training system of higher vocational colleges?

Frequency histogram

Then, the frequency analysis of the existing problems in the talent training system of higher vocational colleges in the original data is carried out, and the results are as follows:

Table 4.4 Frequency analysis table of whether there are problems in the talent training system of higher vocational colleges

statistical		
5. Do you think there are problems in personnel training and education management in higher vocational colleges?		
The case number	effective	269
	missing	0
The minimum value		1
The maximum		2

Table 4.5 Frequency analysis table of whether there are problems in the talent training system of higher vocational colleges

Do you think there are problems in personnel training education management 12 in higher vocational colleges?					
		frequency	The percentage	Effective percentage	Cumulative percentage
effective	1	145	53.9	53.9	53.9
	2	124	46.1	46.1	100.0
	total	269	100.0	100.0	

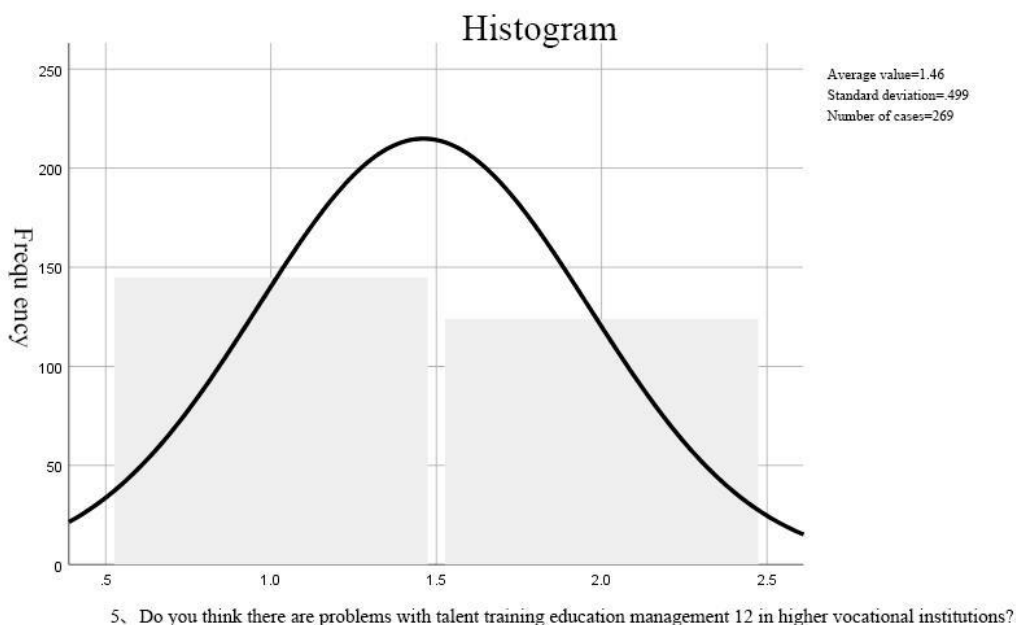


Figure 4.2 Do you think there are problems in talent training and education management in higher vocational colleges?

Frequency histogram

This shows that among the 269 people surveyed in the university, 53.9 percent, or the majority, think there are problems in higher vocational colleges.

According to the square table in the above figure, among the 269 people surveyed, 46.8% of them have the highest understanding of talent training in higher vocational colleges, followed by 25.3% of them, 15.6% of them, and 12.3% of them have no understanding at all.

2.. Descriptive statistical analysis.

After understanding the overall situation of students' gender and understanding degree of talent training system in higher vocational colleges through simple frequency analysis, we also need to have a more accurate understanding of other variables in the data, which needs to be realized by calculating basic descriptive statistics. The following is a descriptive statistical analysis of each variable to obtain their mean, standard deviation, slice degree, kurtosis and other data, so as to further identify the central tendency and discrete trend of my data.

Table 4.6 Description of each variable statistical analysis table

statistical				
		5. Do you think there are problems in personnel training and education management in higher vocational colleges?	4.Do you know the personnel training system of higher vocational colleges?	7.Do you think talent training 12 is meaningful?
The case number	effective	269	269	269
	missing	0	0	0
The average		1.46	2.56	1.06
The number of		1	3	1
The minimum value		1	1	1
The maximum		2	4	2

As is shown in the figure, among the respondents, most of them agree that there is a problem with the personnel training system in higher vocational colleges, and the mode is 1 (1 represents yes). Most people have a general understanding of the personnel training system in higher vocational colleges, and the mode is 3 (3 represents general). In terms of whether it is meaningful for personnel training, most people think it is meaningful, and the mode is 1 (1 represents yes).

3.Exploratory data analysis.

1) Cross analysis

Frequency analysis can be used to grasp the data distribution of a single variable, but in the actual analysis, it is necessary to understand not only the distribution characteristics of a single variable, but also the distribution of multiple variables under different values, and grasp the joint distribution characteristics of multiple variables, so as to analyze the mutual influence and relationship between variables. For the purpose of this data, need to understand the gender, age, occupation, on the

understanding of higher vocational education, the system of higher vocational education existence question, does it make sense of talents cultivation, now with the gender and the understanding of higher vocational education degree of contingency table analysis, for example, read data (data analysis table below as part of the intercept)

Table 4.7 Your Gender * Do you know the personnel training system of higher vocational colleges? Table of cross

1. Your gender *4. Do you know the personnel training system of higher vocational colleges? crosstab						
count						
		4.Do you know the personnel training system of higher vocational colleges?				A total of
		1	2	3	4	
1.Your gender	1	33	30	34	9	106
	2	9	38	92	24	163
A total of		42	68	126	33	269

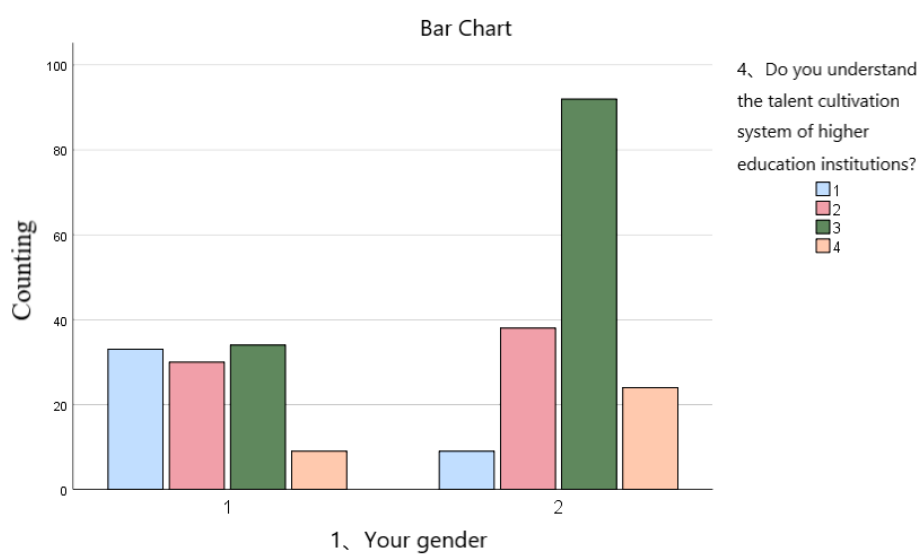


Figure 4.3 Your Gender * Do you know the personnel training system of higher

vocational colleges? Graph of crossing

he above two charts involve two variables, namely the two-dimensional intersection of gender and understanding degree, which reflects the understanding degree of personnel training system in higher vocational colleges in different genders. In the above table, gender is the row vector, and knowledge is the column vector.

2) Exploratory analysis of gender and satisfaction.

Table 4.8 Exploratory analysis of gender and satisfaction

describe					
	1. Your gender		statistica l	Standard error of	
4.Do you know the personnel training system of higher vocational colleges?	1	The average		2.18	.095
		95% confidence intervals for the mean	The lower limit	1.99	
			Upper limit	2.37	
		Average value after 5% cut off		2.14	
		The median		2.00	
		The variance		.949	
		The standard deviation		.974	
		The minimum value		1	
		The maximum		4	
		scope		3	
		The interquartile range		2	
		Partial degrees		.198	.235
		kurtosis		-1.090	.465
	2	The average		2.80	.059
		95% confidence intervals for the	The lower limit	2.69	

		mean	Upper limit	2.92	
		Average value after 5% cut off		2.84	
		The median		3.00	
		The variance		.566	
		The standard deviation		.752	
		The minimum value		1	
		The maximum		4	
		scope		3	
		The interquartile range		1	
		Partial degrees		-.451	.190
		kurtosis		.149	.378

Table 4.9 Normality test table

Test for normality						
	1、 Your gender	Kolmogorov-Smirnov(V)a			Shapiro -- Wilk	
		statistical	Degrees of freedom	significant	statistical	Degrees of freedom
4、 Do you know the personnel training system of higher vocational colleges?	1	.206	106	.000	.856	106
	2	.315	163	.000	.829	163

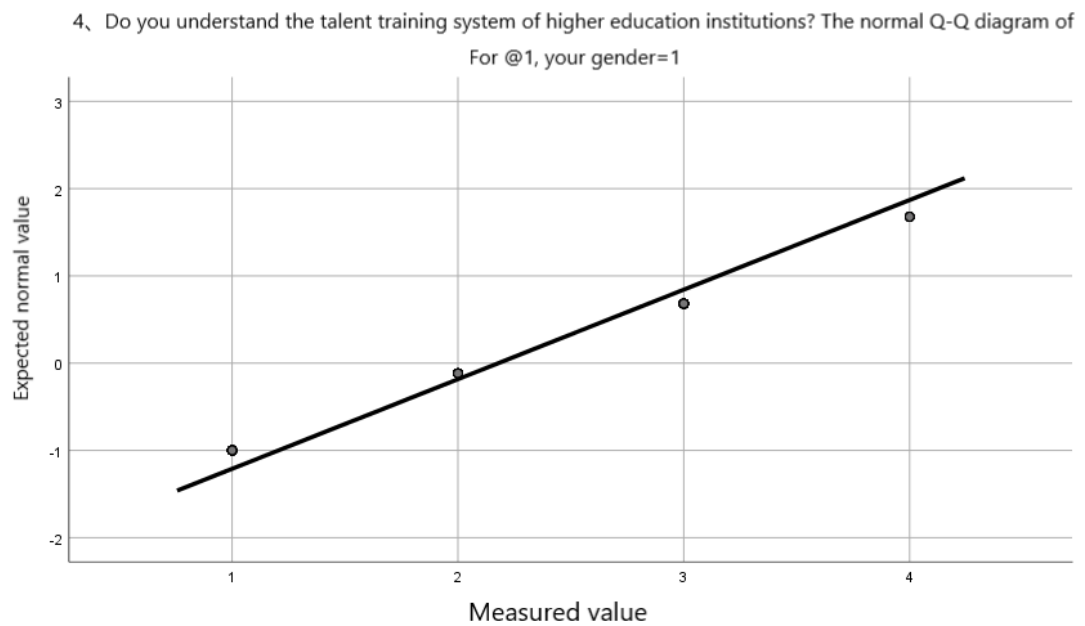


Figure 4.4 Do you know the talent training system of higher vocational colleges? The normal Q-Q graph of

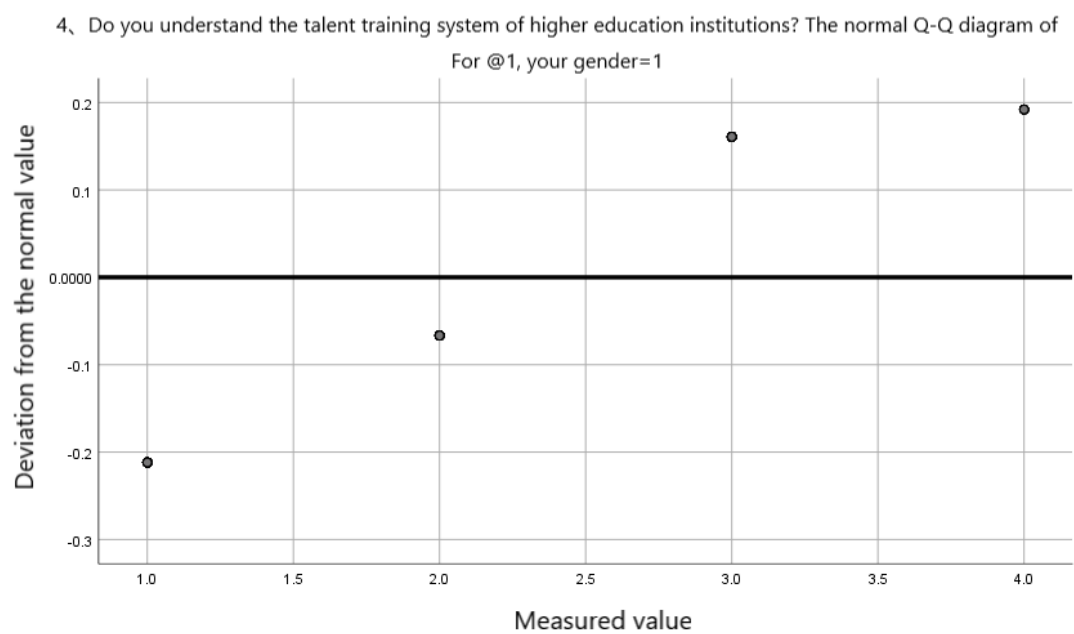
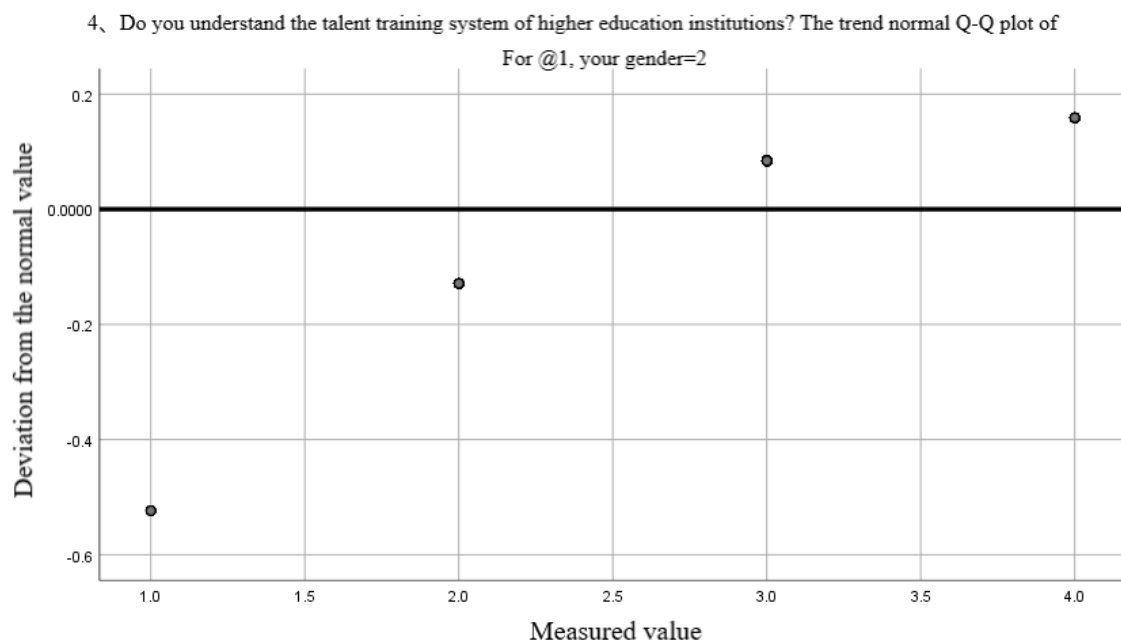


Figure 4.5 Do you know the talent training system of higher vocational colleges? The detrended normal Q-Q chart



For the analysis of results, if the Q-Q graph is used to identify whether the sample data is approximate to the normal distribution, it only needs to look at whether the points on the Q-Q graph are approximately near a straight line. If the graph is a straight line, it means the normal distribution, and the slope of the line is the standard deviation and the intercept is the mean. The data basically conform to the normal distribution.

4, Multiple response analysis

Multiple responses are used in multiple choice analysis to analyze the proportion of multiple choice items. A total of two terms are involved, namely response rate and popularity rate. Response rate is used to compare the relative choice proportion of each option, and popularity rate is used to compare the popularity of a choice. The difference between the two is that the dividend is different. (For example, if there are 100 samples, and each sample chooses 3 items on average, a total of 300 options are chosen by 100 samples. And for an option with a total of 60 samples, the response rate = $60/300=20\%$; Penetration = $60/100=60\%$)

First, analyze the response rate, that is, the proportion of multiple choice options, focusing on the proportion of items; (the sum of response rate must be 100%)

Second: analyze the popularity rate, that is, on the whole, the proportion of multiple choice options in all choices, focusing on the analysis of the higher proportion of choices; (the sum of popularity rates is usually higher than 100%)

Third: At the same time, the chi-square goodness-fit test can be used to analyze whether there is a significant difference in the selection proportion of each item (p value less than 0.05 indicates that there is a significant difference in the selection proportion; otherwise, there is no significant difference in the selection proportion).

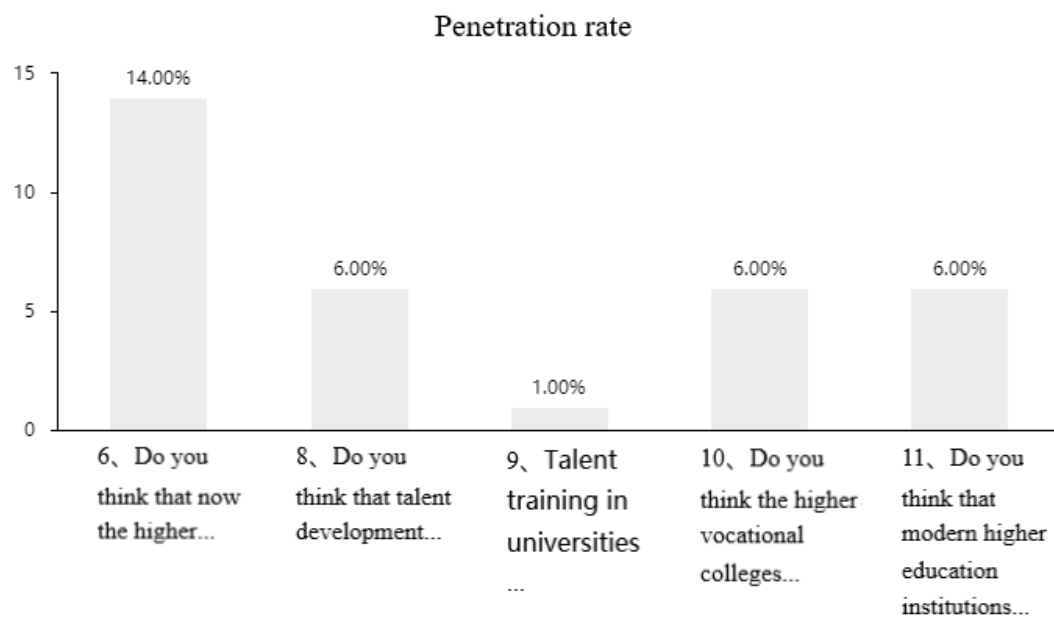


Figure 4.7 Penetration rate

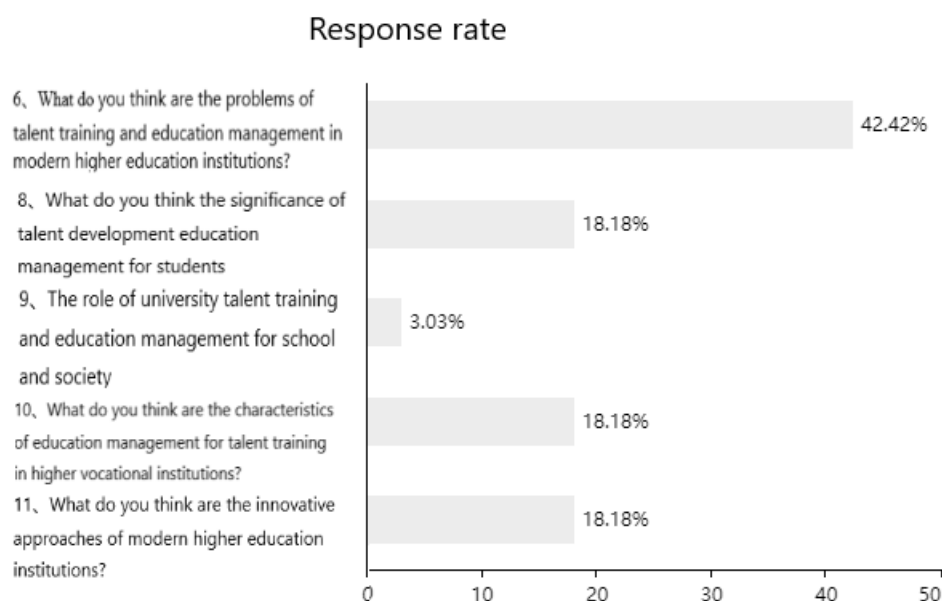


Figure 4.8 Response rate

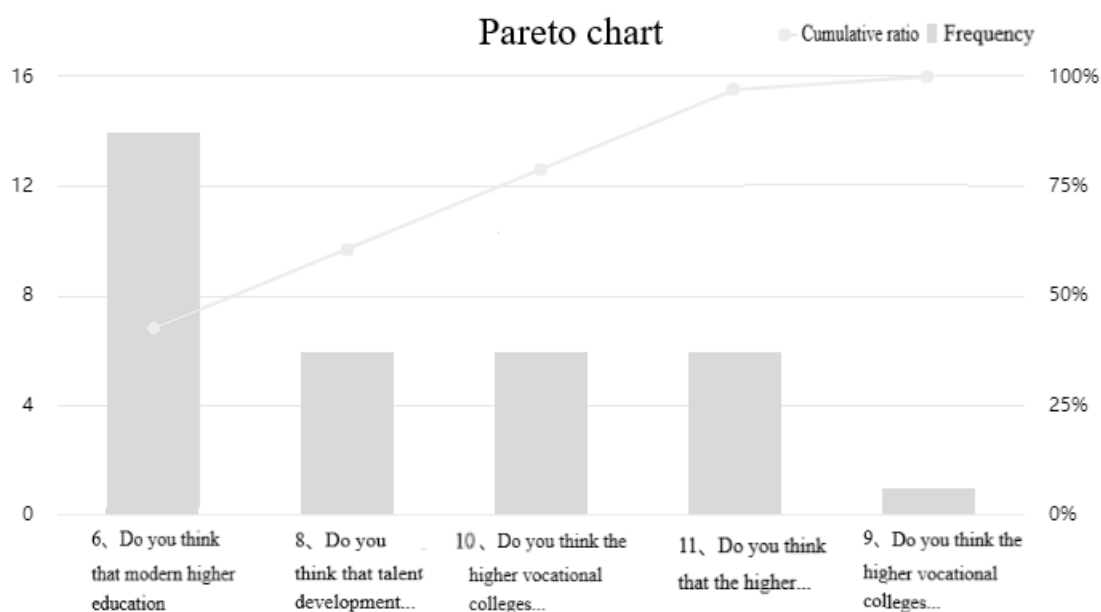


Figure 4.9 Pareto diagram

Results analysis, we can see from the above tables that the popularization rate of the problems existing in the personnel training and education management of college

students in higher vocational colleges is very high, and the response rate is also very high, which indicates that we care about the personnel training and education management of higher vocational colleges.

1. In the study of hypothesis 1, we find that through data analysis, there are still some problems in the talent training system of modern higher vocational colleges, and college students are also very concerned about them. The problems mainly focus on the management mechanism is not perfect, the school leadership attention is not enough. Higher vocational colleges should develop and educational management should be innovative. Innovation management mechanism, traditional education methods lack of practicality and innovation, as teachers mentioned before, teaching boring, not conducive to talent training. With the continuous development of The Times, it has become an inevitable choice for college students to innovate their educational management ideas. In this process, high-level educational institutions should always implement the scientific outlook on development. Therefore, the reform and innovation of education management is a prerequisite for the development of higher vocational colleges. So, hypothesis one is true.

2. Study hypothesis 2, discover the development of colleges and universities, and decide the cultivation of talents. In the survey of the significance of talent training system to college students, college students generally believe that it is conducive to the strengthening of their own ability, but also conducive to their social development. Only by improving the personnel training system can we better mobilize their enthusiasm. It can also establish a feedback system to grasp and adjust students' ideological trends and management work in time, so as to effectively improve the effectiveness of educational administration. In the process of teaching management, the teaching management departments at all levels should strengthen the cooperation with the teaching management departments at all levels. Faced with the special problems of education management, they should be fully supplemented by their respective functions. This must be done to ensure the effectiveness of management. The evaluation system of practical education should be improved. In the process of student training in higher vocational colleges, the basic mode of college

and department secondary management is to improve the quality of student training in higher vocational colleges. The examination center will replace the traditional examination method of higher vocational colleges, improve the practical teaching evaluation system, evaluate the trend of students' skill formation process, evaluate the presence of students selectively, and promote the transformation. Develop student evaluation criteria. From a single evaluation of one aspect to a multidimensional evaluation of the overall quality of students. From final evaluation at the end of the semester to formative evaluation that students can carry out anytime and anywhere during the learning process. In the past, the evaluation was generally carried out by teachers, but the scope of evaluation subject can be expanded to let students participate in the evaluation. Select students based on the requirements of core professional competence. The development of higher vocational colleges directly determines the situation of talent training, hypothesis two is true.

3. In the study of hypothesis 3, it is found that in the innovation methods of modern higher vocational colleges, respondents generally believe that they should increase capital investment and innovate management institutions. It also innovates the management mode of students and speeds up the innovation of the ideas of student education management. In the process of students' education management, humanized education management is always carried out according to students' education concept. To continuously cultivate talents, in order to achieve this goal, it is necessary for educational administrators to be closely involved in students' daily life and support them to solve various problems in study and life. In addition, higher vocational colleges also need to cultivate students' legal awareness. Since colleges and students are equal in law, they should try their best to standardize and legalize education management in order to effectively improve the effectiveness of education management. The innovation of educational management affects the cultivation of talents. Hypothesis three is true

Chapter 5

Conclusion and Discussion

5.1 Conclusion and Discussion

As an important base for training high-quality talents, higher vocational colleges must strengthen the innovation of education management to adapt to the development of The Times and the changing situation. This paper analyzes the great significance of modern higher vocational education management innovation, probes into the main problems of modern higher vocational education management, and puts forward the innovation strategy of modern higher vocational education management. It mainly includes: education management system. The mode of higher vocational education management used in the past can not meet the needs of the current social development and must be innovated. Therefore, this paper discusses the innovative mode of higher vocational education management, in order to provide reference for other higher vocational colleges.

Under the new situation, institutions of higher education need to keep pace with The Times in education management, adopt new teaching methods and modes, adapt to the needs of The Times, set up reasonable professional course structure, innovate course content, encourage students to learn new teaching methods and increase investment. Teaching management should pay attention to innovation and reform. Innovation should be based on the basic conditions of education, innovation should be guaranteed under the circumstances. First of all, reform the management system, and then increase the investment demand in teaching and other aspects. The lack of operating funds for higher education universities has led to delays in educational hardware and a shortage of teachers. Therefore, it is necessary for colleges and universities to increase input to meet the basic requirements of education reform. While higher vocational colleges can actively adopt the way of

obtaining government funding and cooperating with enterprises, and sign contracts with different enterprises to carry out multi-directional talent training. Teaching reform, increase interesting innovative experimental courses, cultivate students' comprehensive quality and practical ability.

5.2 Discussion

For this study, teamwork embodies the power of cooperation. Before the formal research, each of us had a clear division of labor and completed our own work separately. Such a decision made our work more smoothly. For the research literature, we carefully read, actively absorb. The process of nearly a month has proved that the completion of a thing is not achieved overnight, but needs to be accumulated slowly and down-to-earth. Through the questionnaire survey, we also know more about this course, which has certain practical significance. Innovation management, traditional cramming education lack of practicality and innovation, teachers have also mentioned that teaching boring, not conducive to talent training. Under the new situation, colleges and universities should keep pace with The Times in teaching management, adopt new teaching methods and modes, adapt to the needs of The Times, set up the professional course structure reasonably, innovate the course content, and provide students with new teaching methods. It is necessary to encourage learning. Increase investment education management should pay attention to innovation and reform. Innovation should have a foundation and be carried out under the basic conditions of ensuring education. First of all, reform the management system, and then increase the investment demand in teaching and other aspects. The lack of operating funds in higher education universities has led to the backwardness of educational hardware and the shortage of teachers. Higher education institutions need to invest more to meet the basic requirements of education reform. On the other hand, institutions of higher learning can actively adopt government support, enterprise cooperation and other ways, and sign contracts with various enterprises for multi-directional talent training. The educational reform added interesting experimental courses to cultivate students' comprehensive quality and practical ability. With the continuous development of The Times, it has become an inevitable

choice for college students to innovate their educational management ideas. In this process, we need high-level educational institutions to thoroughly implement the scientific outlook on development. In the process of student education management, humanized education management is always carried out according to student education concept. In order to achieve this goal, educational administrators must be close to students' daily life and help them solve various problems they encounter in study and life. In addition, higher education institutions need to cultivate legal awareness. Universities and students are equal in law, so in the process of implementing education management should be as standardized and legalized as possible. In order to improve the effectiveness of educational management. As the work closely related to all students, colleges and universities should constantly explore in the process of education management development according to their own actual situation, and timely formulate more scientific and reasonable rules and regulations. This form can provide a better basis for the development of education management and guide students to supervise education management.

5.3 Suggestions

In the process of talent training, the management of higher vocational education should be carried out to improve the students' literary literacy, increase training efforts, and promote students of various majors to have higher literary literacy in the group of college students. At the same time, with the help of higher vocational education management activities, from multiple aspects to improve the students' literary literacy, gradually improve the personality, have a positive attitude to life, improve the students in many aspects of the ability, such as expressive force, imagination and so on. Improve their comprehensive practical ability. The cultivation of students' literary literacy will also put the work of education management into practice, maximize the efficiency and quality of education management in this respect, and provide a favorable guarantee for improving the quality of talent training. It is particularly important to improve students' comprehensive practical ability, which is the key for students to apply their theoretical knowledge to practice and improve

their practical operation ability. It is also one of the requirements of modern talent training.

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