Research of the Countermeasures for Improving the Quality of Leading Cadres in Employment Departments of Private Colleges and Universities

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Abstract. The employment quality of private colleges and universities is related to the sustainable development of private colleges and universities. The quality of leading cadres in employment departments of private colleges and universities has an important impact on the quality of employment guidance in private colleges and universities. This paper first expounds the necessity and importance of improving the quality of leading cadres in employment departments of private colleges and universities, then analyzes the current situation and existing problems of the quality of leading cadres in employment departments of private colleges and universities, analyzes the composition of the quality of leading cadres in employment departments of private colleges and universities, and finally tries to explore the countermeasures for improving the quality of leading cadres in employment departments of private colleges and universities.

Introduction

In the era of knowledge economy, the quality of leading cadres in employment departments of private colleges and universities affects the quality of employment in private colleges and universities.

The Necessity and Importance of Improving the Quality of Leading Cadres in Employment Departments of Private Colleges and Universities

In the new period, the employment of students in private colleges and universities is more important, and the employment situation of private colleges and universities is not optimistic. Private colleges and universities need to strengthen the quality of leading cadres in employment departments, improve the working ability of leading cadres in employment departments, constantly innovate the employment guidance work system, improve the employment quality of private colleges and universities, and realize the long-term development of private colleges and universities. With the development of the times, private colleges and universities are facing more fierce competition, and the ability requirements of leading cadres in employment guidance departments of private colleges and universities are also higher. Private colleges and universities need to strengthen the quality of leading cadres in employment departments of private colleges and universities in order to improve the effectiveness of employment work.

The Current Situation and Existing Problems of the Quality of Leading Cadres in the Employment Department of Private Colleges and Universities

The overall quality of the leading cadres in the employment department of private colleges and universities has been continuously improved, which can follow the development of the current situation, take the requirements of the scientific concept of development as the leadership, analyze and solve the new situation and new problems with innovative thinking, and play a positive role in promoting the sustainable development of private colleges and universities. However, the leading cadres of employment departments in private colleges and universities need to be improved in organizational construction, innovation ability and so on.

The Mind Is Not Liberated Enough, and the Consciousness of Innovation Is Not Strong

The quality thought of the leading cadres in the employment department of private colleges and
universities is not liberated enough, and the innovation consciousness is not strong enough. The main manifestations are as follows: individual leading cadres in the employment departments of private colleges and universities lack the initiative of innovation and do not want to innovate. In the face of new situations and new problems, we cannot face them in a pioneering spirit, analyze and find the best solutions to them. Some even make superficial articles on "innovation", busy with "singing new" and "making up new", and regard innovation as a beautiful slogan, without really implementing the innovation work.

**The Work Is Not Bold Enough, and the Courage to Innovate Is Not Enough**

The leading cadres in the employment department of private colleges and universities are not bold enough and lack the courage to innovate. The main manifestations are as follows: in the employment department of private colleges and universities, individual leading cadres in the employment department have worries about gains and losses. In their work, they are accustomed to using the old methods, looking at and solving problems with the same eyes, afraid of problems, afraid of responsibility, and afraid of innovation. In the face of difficulties, they appear helpless and have the emotion of fear of difficulties. In solving complex problems and situations, there are more than one stand, insufficient innovation, no pursuit of success, only hope that there is no fault; blindly follow authority, indulge in listening to greeting, abide by the rules, only on the books, find the basis for everything, and so on, look outside, the documents do not dare to say, those who do not do in other places dare not do.

**The Knowledge Is Not Comprehensive Enough, and the Innovation Method Is Not Good**

The knowledge of the leading cadres in the employment department of private colleges and universities is not comprehensive enough, and there are not many innovative recruitment methods. The main manifestations are as follows: the individual leaders of the employment departments of private colleges and universities lack their own opinions, follow suit, superstition, indulge in the experience of others, cannot effectively combine the policies of their superiors with their own departments, copy and copy them; Accustomed to acting on the basis of old experience, satisfied with the use of simple linear thinking to think and solve problems, the treatment of problems only satisfied or only see one answer, cannot actively think about a variety of answers and choose the best answers from them; In the face and handling of complex problems and situations, we are used to making simple choices between "yes" and "no", "yes" and "no".

**An Analysis of the Quality Composition of the Leading Cadres in the Employment Department of Private Colleges and Universities**

The quality of leading cadres in employment departments of private colleges and universities mainly includes political quality, ideological quality, moral quality, knowledge quality and psychological quality.

**Political Quality**

The political quality of the leading cadres in the employment department of private colleges and universities should be carried out, that is to say, the leading cadres of the employment departments of private colleges and universities need to hold the political position, the political point of view, the political quality that must have when engaged in the leading work in the employment work. The political quality is the primary quality of the leading cadres in the employment department of private colleges and universities, and plays a decisive role in other qualities of the leading cadres.

**Ideological Quality**

The leading cadres in the employment department of private colleges and universities must have good ideological quality, and the level of ideological quality is an important symbol for the leading cadres to handle affairs and measure whether the leading cadres are mature or not. The leading cadres of employment departments in private colleges and universities should strengthen their
theoretical accomplishment, improve their work style and form innovative management thinking, all of which need good ideological quality to lay the foundation. The leading cadres in the employment department of private colleges and universities need to enhance their leadership ability, which includes the main aspects of ideological quality, such as theoretical accomplishment, ideological concern, ideological style, thinking method and so on.

Moral Quality

The moral quality of leading cadres means that in leading activities, leading cadres consciously abide by social norms, abide by the quality of professional ethics of leading activities, the moral quality of leading cadres in employment guidance departments of private colleges and universities is higher than that of general teaching staff, and they need to have a mind, modesty, prudence, self-discipline, tolerance, selfless dedication, self-motivation, strong sense of responsibility, dedication and dedication, can inspire people, high team spirit and so on.

Knowledge Quality

The knowledge quality of leading cadres is an indispensable factor in leading activities. The quantity and quality of knowledge reserve of leading cadres in employment department of private colleges and universities have a great influence on the innovation of employment guidance work. The leading cadres of the employment department of private colleges and universities need to master the employment trend, the employment environment analysis, the employment work performance appraisal and so on. They need not only the professional knowledge of the employment work, but also the management knowledge, the legal knowledge, the market knowledge and so on, which belong to the typical compound talents.

Psychological Quality

The psychological quality of the leader refers to the characteristics and personality of the psychological phenomenon presented by the leader in the leadership activities, which is directly related to the leadership level of the leader and affects the realization of the organizational objectives. The leading cadres of the employment department of private colleges and universities need to pay more attention to the cultivation of psychological quality. In the employment work, we need to self-confidence, resist the strength, the strong will, and the strong will, and also cultivate the optimistic character, good professional attitude, etc.

Countermeasures for Improving the Quality of Leading Cadres in Employment Departments of Private Colleges and Universities

The quality of the leading cadres in the employment department of private colleges and universities needs to be improved urgently. The leaders of the employment department should improve their personal theoretical literacy, improve their personal leadership ability, improve the work performance of their departments, and improve the efficiency of the employment department from the perspective of cultural strategy.

Leaders of Employment Department Improve Personal Theoretical Literacy

The leading cadres of employment departments in private colleges and universities must improve their theoretical literacy. The most important thing for the personal theoretical literacy of the leaders of the employment department is to do a good job in theoretical study, unswervingly arm the mind with Marxism-Leninism and Mao Zedong thought, especially Deng Xiaoping’s theory of building socialism with Chinese characteristics, and fundamentally improves the political and theoretical quality of leading cadres. Only in this way can we consciously maintain a high degree of consistency with the CPC Central Committee at all times and under any circumstances. The leading cadres of employment departments in private colleges and universities should fully understand the importance and urgency of theoretical study, attach great importance to theoretical study, and must squeeze in time to study theory. If you are busy with business all day, ignore theoretical study, not
clear-headed, you will have to suffer a big loss.

**Employment Sector Leaders Enhance Individual Leadership**

Leadership is the ability, skill, or skill of leadership. It is the ability, skill, or skill to make an organizational group and a leader move towards a certain goal. For the improvement of individual leadership ability of leading cadres in employment departments, it is necessary to strengthen self-learning, improve their own learning ability, improve their own thinking, execution and motivation, master more leadership science and leadership methods, technology, communicate more with outstanding human resources outside the school, enhance their horizons, open up their own pattern, and make themselves have more methods in scientific research management. Improve management level and management efficiency.

**The Leaders of the Employment Department Improve the Performance of Their Departments**

The leaders of employment departments in private colleges and universities need to strengthen organizational leadership, increase investment in funds, and constantly improve the working conditions of employment guidance; constantly standardize the work flow and procedures of employment guidance for graduates, clarify the objectives of employment guidance, and designate a reasonable annual employment guidance work plan; establish a follow-up investigation mechanism for graduates, strengthen the investigation of students’ career choice to carry out the investigation of talent demand in the market, and form an investigation and analysis report. To improve the quality of employment guidance service, to provide students with more accurate and effective employment consultation and guidance services, to hold more expert lectures, alumni reports and other forms of employment guidance and graduation education activities, and to attach importance to employment education and innovation and entrepreneurship education for students. According to the employment trend of graduates in private colleges and universities, the establishment of school-enterprise cooperation base, employment base, regular and irregular combination of visits to enterprise units to open up more markets; actively hold special job fairs, invite more social enterprises to enter the school campus job fairs according to the requirements; pay attention to the practice summary and theoretical innovation research of employment work, sort out more advanced employment figures and their stories, compile into a book. Money takes various measures to improve the effectiveness of employment guidance, improve the annual total employment rate, annual formal employment rate, contract rate, and produce more self-employed students, graduate satisfaction and so on.

**Improving the Effectiveness of Employment Sector from the Perspective of Cultural Strategy**

The management of employees in the new era has distinct characteristics, and the management of knowledge workers is more difficult. The leaders of employment departments need to pay attention to the education of subordinate values from the perspective of cultural strategy, communicate more with them, understand their psychological dynamics in time, guide them to actively devote themselves to the employment of private colleges and universities, and reduce their job burnout in their jobs, to constantly improve the efficiency of employment guidance departments in private colleges and universities.

**Conclusion**

In a word, the leaders of employment departments in private colleges and universities need to improve their leadership literacy as a lifelong pursuit. The leaders of employment departments in private colleges and universities need to study and practice all their lives, and will unswervingly learn the latest scientific methods and technologies of leadership in order to improve the performance of organizations, improve the employment quality of private colleges and universities, and contribute to the long-term and healthy development of private colleges and universities.
References


