

# **The Exploration and Practice of the Management of Internship for Students in the Cooperation between School and Enterprise**

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**Abstract:** Dormitory practice is an important means to carry out the combination of work and study, the cooperation between schools and enterprises, and it is also an important way to improve the comprehensive quality of the students in theory and practice in higher vocational colleges. In this paper, Guangdong University of Science and Technology, Dongguan City Carrefour Commercial Co., Ltd. Hongwei shop practice teaching base construction Student internship as an example, the practice of vocational training students to explore the practice and practice.

## **1. Introduction**

School-enterprise cooperation is an important way of combining production, teaching and research. Through the cooperation between universities and enterprises, the university not only combines theoretical teaching with practical teaching, but also greatly expands the students' contact with society and employment platform. At the same time, the practice of internship as an important part of practice teaching in colleges and universities has become an important form of promoting the reform of the mode of combining talents with work. In this paper, Guangdong University of Science and Technology, Dongguan City Carrefour Commercial Co., Ltd. Hongwei shop practice teaching base construction as an example to analyze and elaborate.

## **2. Basic information on internship:**

Guangdong University of Science and Technology, Dongguan City, Carrefour Commercial Co., Ltd. grand shop practice teaching base (hereinafter referred to as "practical teaching base"), is approved by the Guangdong Provincial Department of Education of the construction of the 2012 provincial quality engineering "practice teaching base" project. In accordance with the project construction requirements, Carrefour Commercial Co., Ltd. grand store every year to receive more than 200 student internships, and provide training to meet the professional needs of the internship positions.

## **3. Dinggang internship common problems and analysis:**

In accordance with the project implementation plan, since 2012 the College regularly Carrefour Commercial Co., Ltd. Hongwei shop to provide internship students, and in the project before the start of cooperation with other companies often have the following questions:

### **3.1 Students.**

First of all, not clear, not enough attention. Students in accordance with the traditional understanding of the University, that they come to the school is to learn to the enterprise that is after work, so the practice of the enterprise is not enough attention, or even a serious conflict do not want to participate in internships.

Second, the role of students is difficult to transform. Students in the internship is a "quasi-staff" status into the enterprise position, which requires students to role change, from student identity into the identity of employees. School life has a law, at the same time have a greater freedom of rights, and in the enterprise to work in accordance with the rules and regulations of enterprises; In addition, students have a great change in the rest time, their work environment, interpersonal environment

become more complex, These need them in the body, there is a psychological adaptation period, and this change makes it difficult for some students to adapt.

Finally, the lack of perseverance, fear of hardship. Some students are curious about their internship in the enterprise. In the few days before the internship, the enthusiasm is very high. Because of the high expectation of the future work, the ideal and the reality are very different, so the work is monotonous, boring and boring. Some students feel that they have become aware of their jobs and have become bored with them. As a result, their enthusiasm for practice has gradually faded and gradually become incompatible with each other. In the end, the students are not satisfied with their work, and some students are not able to deal with the various problems and difficulties. Or even halfway out.

### **3.2 Schools.**

First, the lack of investment in the performance of funds. Because of the misunderstanding of the practice, that internship is costly, the effect of micro-teaching links, therefore, the general shortage of funds in the case of teaching, funding for internships will be difficult to adapt to the development needs.

Second, the lack of practice instructor team. Internship teachers are mostly part-time, and the lack of appropriate financial support, resulting in the lack of practical guidance, neglect management. Eventually leading to student internship is difficult to fully develop. Finally, the lack of institutional protection. At the same time, there is no system requirement and standard for the teacher to guide internship, and the effectiveness of the management of the internship is difficult to be reflected in the assessment and evaluation, which eventually leads to the problem of posting. Practice is difficult to really fully implemented.

### **3.3 Enterprises.**

First of all, a single post, the lack of technical. As students internship time is relatively short, usually a month or a semester, companies are difficult to treat students as their own internal real staff, so the skills training for students are mostly related to work-related basic knowledge, Students are still a little deeper to teach, many students are engaged in some promotion Sales, tally, handling and other simple work, which makes the students feel that they do not learn the appropriate skills and knowledge, and thus loss of confidence and passion.

Secondly, the lack of training. As the enterprise training investment is relatively large, and students internship time is relatively short, so companies are generally reluctant to its systematic training, resulting in students at the grassroots level of simple work, the lack of attraction.

## **4. Internship practice management practice:**

Guangdong Institute of Science and Technology since its inception attached great importance to industry-academia cooperation, in accordance with the College Career Center for resource development and cooperation guidance, the Office of Academic Affairs to monitor the quality of teaching, teaching department of the specific implementation of ideas to strengthen the internship management, success in school theory Learning and practice, the school education will be extended to the students internship stage. In the Guangdong University of Science and Technology Carrefour Commercial Co., Ltd. Hongwei store practice teaching base construction project students internship in the implementation process, the college for the past practice problems in the targeted, and achieved good results, and its main management results and measures Summarized as follows:

### **4.1 to strengthen student guidance.**

Students in the internship before the internship is full of longing, but on the workplace, living environment is full of confusion, therefore, the school must first do a good job before the guidance of the work, so that students have a psychological preparation. In the internship before the internship should be organized by the instructor, the relevant leaders of the counselors to participate in the internship mobilization meeting, mainly to complete the following tasks: to enable students to recognize the importance of practice, purpose, meaning and social background; To understand the general requirements of the job; to introduce internship problems encountered in the process and the past solutions; to train students with a rational perspective to look at the problem; to enable students

to build confidence in the practice of the work of the teachers, leaders and enterprises of the high degree of concern; , In the internship practice to reflect their value.

#### **4.2 strengthen the internship teacher team building.**

The co-ordination between the counselor and the practice instructor directly determines the effect of the internship. Guiding teachers are mainly responsible for the core content of the internship, including the preparation of internship program, guiding practice, layout internship practice, approval of internship reports. Counselor is mainly responsible for the organization of the internship, the ideological education of students, conduct assessment, to solve student life problems, security issues, is an indispensable component internship. Practice has proved that only the counselors and practice instructors make concerted efforts to achieve "teaching" and "management" of the combination, in order to ensure the smooth implementation of internships in order to improve the quality and effectiveness of internships.

#### **4.3 strengthen the internship process management.**

Students to practice internship, to receive professional job skills training, at the same time to learn and abide by the enterprise management system, corporate culture and industry standards, to accept the dual management of enterprises and schools. Students at least to complete a job with the relevant professional skills training projects and to meet the assessment requirements, fill in the post internship work log, practice internship after the end of writing internship report, internship internship; internship, so that students submit logs, practice summary, summary Or reports, etc., to develop students to form a good professional ethics and professional attitude; can develop "quantitative assessment practice table", the contents of the main performance and operational skills, performance, "practice quantitative assessment form" filled by the internship, or students fill out , The instructor and the internship unit signed the opinion, the internship expires after return to school, with the internship report together with the instructor, as a teacher assessment student practice achievement reference.

#### **4.4 Implement regular reporting system.**

College to strengthen student practice line monitoring, easy to give timely guidance. Students can set up internship leaders and other cadres, cadre in accordance with the progress of the internship program in a timely manner to maintain close contact with the instructor, truthfully report on internships, problems encountered in the internship to solve the problem, the students themselves can not solve the problem with an open mind to the instructor Consult, guidance of teachers in a timely manner to ensure the smooth development of internships. So to ensure the quality of internships while reducing the workload of internship instructors, to a certain extent, ease the contradiction between the lack of school teachers.

#### **4.5 to strengthen communication between school and enterprise.**

Internship is a student in the enterprise to do "staff" process, as the main practice internship students, both members of the enterprise is a member of the school, so its effective management of schools and enterprises to strengthen contact and effective communication. Internship units should not only be responsible for the management of internship students in the enterprise, in a timely manner to feedback the performance of internship students to the school, but also to develop to ensure the smooth implementation of the internship system and measures to urge students to complete high-quality internship tasks, the school students with disease Internship assessment. The school should take the initiative to contact the enterprise, assigned to practice under the guidance of business teachers or regular visits to enterprises, while colleges and universities to play to their own technical and cultural advantages for enterprises in staff training, new product development, enterprise culture to provide facilities, and strive to achieve enterprise and university Win situation.

## **5. Summary**

In the Guangdong Science and Technology Institute of Dongguan City Carrefour Commercial Co., Ltd. Hongwei shop practice teaching base in the building. Through the concerted efforts of the College and Carrefour Commercial Co., Ltd. grand shop, changed the previous internship students in the internship period and the school completely out of the situation in the "sheep" situation, the

practice of internship, and achieved practical results to students Of education management, and effectively improve the professional ability of students and job adaptability.

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