Research on the training path of minority management talents under the guidance of new era and new thoughts——Take the students in Liangshan prefecture of School of management of School of Sichuan University of Science & Engineering as an example

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Abstract: Under the background of General Secretary Xi Jinping's socialism with Chinese characteristics, aiming at the deficiency of the number and quality of talents in Liangshan Prefecture, combined with the actual situation of the study of Yi students in school, we try to improve the training of party members, education and teaching mechanism, and innovation and entrepreneurship education, traditional cultural activities of the Yi people, follow-up mechanism for the employment of Yi students, and strengthening the construction of alumni associations in the Yi area will continuously improve the ideological, professional and innovative capabilities of the Yi students.

Keywords: Yi people, talent cultivation, path.

1. INTRODUCTION

When General Secretary Xi Jinping went deep into the hinterland of Daliangshan to inspect poverty-stricken work, he stressed that laying a good fight against poverty is one of the three major battles put forward by the party's 19th National Congress. It is very important to build a well-off society on an all-time basis and realize the goal of the first century of the Communist Party of China. Among them, education poverty alleviation is a key task of precision poverty alleviation. In the new historical period, according to the general requirements of General Secretary Xi Jinping on the new era of governance and prosperity, the School of Management conscientiously implemented the new era of socialism with Sichuan of Chinese characteristics, closely integrating the actual situation of the growth and development of the Yi students in this college. Give full play to its own advantages, actively explore and cultivate an effective path for management talents suitable for the economic development and construction of deep poverty-stricken areas in Sichuan, and make their due contributions in the poverty alleviation and education work.
2. ANALYSIS OF THE STATUS QUO OF MANAGEMENT TALENTS IN LIANGSHAN YI NATIONALITY AREA

Liangshan Yi Autonomous Prefecture, located in the southwestern part of Sichuan Province, covers an area of 60,100 square kilometers and has jurisdiction over 17 counties (cities) and 616 townships. Liangshan Prefecture is the largest Yi ethnic group in the country and is the most remote ethnic minority area in Sichuan Province.

2.1 The training of management talents in Liangshan Yi nationality area lags behind

From 1958 to 1990, during these 30 years, the economic development of the Liangshan Yi nationality required a large number of talents, and the state and local governments attached great importance to the training of talents in the Yi region. During this period, we focused on cultivating teachers and students, and established many normal schools, as well as teachers in 17 counties and cities. All of these schools focus on cultivating teacher-level talents, and the talent training category is single. For many years, candidates from the Liangshan Yi nationality area are considering employment, and only choose the professional study of “good job hunting”. Therefore, there are fewer candidates for reporting management disciplines, which makes the lack of management talents in the Liangshan Yi area prominent, and the management of management talents is seriously lagging behind.

2.2 The quality of management talents in Liangshan Yi nationality is uneven

In the past 40 years of reform and opening up, various management undertakings in the Liangshan Yi nationality have been developed by leaps and bounds, but the development of the counties, urban areas and units has been uneven, especially the gap between urban and rural development has been continuously widening, resulting in uneven quality of urban and rural management talents. With the rapid development of the economy and the level of the Liangshan Yi area, the demand for management talents continues to expand, and the demand for management talents is also rising. According to field investigations, among the more than 8,800 employees of public administration and social organizations in 17 counties and cities in Liangshan Yi nationality, only 8% of the management personnel graduated from full-time ordinary higher education institutions; among the 616 township employees in the whole state, Township cadres with university degrees accounted for 30.5%, and management graduates only accounted for 0.9%.

2.3 The demand for management talents in the Liangshan Yi area is strong

In recent years, the demand for management talents in the Liangshan Yi area has become increasingly strong. The demand for management talents is mainly distributed in infrastructure construction and grassroots township management. The proportion of management talents in enterprises, institutions and government departments will exceed that of professional and technical talents. Judging from the economic development speed and needs of the Liangshan Yi nationality region, the contradiction between supply and demand of management talents has become increasingly prominent. With the vigorous development of economic construction in the Liangshan Yi area, marketing, real estate development, finance, project management, production management, quality management, township management, human resource development and other fields will require a large number of management talents.
3. ANALYSIS OF THE SITUATION OF YI STUDENTS STUDYING IN LIANGSHAN YI NATIONALITY AREA

The School of Management now has five majors: Accounting, Human Resource Management, Business Administration, Engineering Management, and Marketing. These majors are fully suitable for the economic development and construction needs of the Liangshan Yi nationality region. They can play an active role in cultivating high-quality graduates and helping the poor people in Liangshan. The college currently has 3,479 students, including 46 Yi students, accounting for 1.3% of the total number of students.

3.1 The actual performance of Yi students during their school days

The Yi students are naturally unrestrained and willing to help each other and unite with each other. Active participation in the school's activities, especially in various cultural and sports activities, has played a significant role in achieving outstanding results in various competitions in the school. I am willing to take on more difficult work, work hard and earnest, and have a strong spirit of hard work and hard work. The Yi students speak loyalty and have a strong sense of collective honor. They are more harmonious with other ethnic students and have a simple handling of habits. Yi students can sing and dance, like to party to wine, but it is easy to lose their senses after drinking. Disputes can easily lead to major group events if not handled properly.

3.2 The situation of Yi students studying at school

The 46 Yi students of the School of Management are from the two levels of the unified recruitment and ethnic preparatory courses. Among them, 10 were recruited, accounting for 21.7 percent of the total, and 36 ethnic preparatory subjects, accounting for 78.3 percent of the total. Since most students come from ethnic preparatory courses, the basic knowledge of Yi students is weak, and their learning ability is not strong, especially in basic subjects. Taking the subject-based compulsory courses as an example, the higher mathematics and economic mathematics re-testing rates are very high, and the four-level English super-leveling rate is very low. These courses are high mountains that are difficult to cross in front of the Yi students. According to the school management regulations, with a score of 2.3 as the graduation standard, there are 12 Yi students with a grade point below 2.3, accounting for 26.1% of the total. There are 23 students in the fourth grade who do not meet the qualification requirements, accounting for 50%. The situation of students studying at school is not optimistic.

3.3 The development of the party members of the Yi nationality

The School of Management currently has 181 student party members, of which only one is a member of the Yi student. At the beginning of the school, the students of the Yi nationality participated in the party school and their enthusiasm was high. The thoughts required progress and the motivation for joining the party was strong. Due to the promotion of the conditions for joining the party, there are clear requirements for the active members of the party to participate in the professional academic performance. Many Yi students lose the opportunity to promote the excellent results due to the number of supplementary examinations and insufficient academic performance, resulting in a serious shortage of training and development of the party members of the Yi nationality. This phenomenon will bring certain negative impacts on the participation of Yi students in the public participation competition in the Liangshan Yi area in the future, and weaken the competitiveness of Yi students.
4. DEVELOPING AN EFFECTIVE PATH FOR MANAGEMENT TALENTS SUITABLE FOR ECONOMIC DEVELOPMENT AND CONSTRUCTION IN LIANGSHAN YI NATIONALITY AREA

With the deepening of economic construction in the Liangshan Yi area, the space for college graduates to work and start businesses in the Liangshan Yi area is also broader. More and more Yi graduates from the School of Management have returned to their hometowns to serve local economic development through public examinations, recruitment, and entrepreneurship, and have continuously injected new vitality into the economic development of the Liangshan Yi nationality. In order to better adapt to the local economic development, we will cultivate management talents suitable for the economic development and construction of the Liangshan Yi area from the following path.

4.1 Attaching great importance to the training and development of the party members of the Yi nationality, and consolidating the ideological and political foundation of the Yi students

The Liangshan Yi nationality has a backward economy and difficult living and environmental conditions. It is difficult for foreign university graduates to adapt. Yi students are familiar with their national habits and have smooth language exchanges. They are the best candidates for local economic development. Due to the needs of the work, many Yi students have become civil servants of the township party and government departments through public examinations. A considerable number of Yi students will take up leadership positions and become party and government leaders in a few years, which raises the ideological and political level of Yi students. Claim. Therefore, it is necessary to take the party building as the starting point and do a good job in training the talents of the party members of the Yi nationality. According to the characteristics of the Yi nationality, combined with the characteristics of the Yi students and the cultural heritage of the school, the training of the party members training of the Yi nationality with local characteristics was formulated and implemented. In the past few decades, the school has pioneered the pioneering work and hard work, and the “Westward Movement Spirit” and “Huangling Spirit” and the university culture conserved the Yi students, and strived to cultivate qualified and confident political services for the Liangshan Dai nationality region. Builder.

4.2 Establishing an educational and teaching mechanism suitable for the growth of the Yi students to ensure that the Yi students successfully complete their studies.

In view of the fact that the Yi people's cultural foundation is weak and their learning ability is not strong, it is necessary to adapt to local conditions and educate people, and actively explore educational and teaching mechanisms suitable for the growth of Yi students; rationally formulate graduation and grant conditions, and fully mobilize the Yi students to study diligently. Consciousness, enhance the self-confidence of Yi students to complete their studies; strengthen the investigation of the characteristics of the study of Yi students, form a teaching method suitable for the study of Yi students, and strive to create a good learning atmosphere, to avoid the situation of Yi students fearing professional study and examinations. Ensure that the Yi students successfully complete their studies and lay a solid scientific and cultural foundation for the future economic development of the Yi region.
4.3 Strengthening the innovation and entrepreneurship education of Yi students and enhancing the ability of Yi students to serve local economic construction

The economic construction of the Liangshan Yi nationality not only requires university graduates who are politically qualified and meet the standards for personnel training, but also managers who have a global vision and innovative spirit and understand the laws of economic development. Innovative entrepreneurship education is an effective way to broaden the scientific management thinking and improve management ability of Yi students. It is necessary to organize the Yi students to participate in innovation and entrepreneurship training and competition, to carry out job internships in high-tech enterprises, to conduct social practice in economically developed areas, to carry out volunteer services in the community, and to arrange the participation of Yi students in the regional economic development undertaken by the research platform of the School of Management. Research topics, broaden the horizons of socialist modernization construction of Yi students, form advanced management concepts, and effectively enhance the ability of Yi students to serve the economic construction of Sichuan's deep poverty-stricken areas, so that Yi students can dare to innovate and dare to start a business in the main battlefield of the country's poverty alleviation. The comprehensive promotion of the economic development of the Liangshan Yi nationality has injected a strong impetus.

4.4 Actively carry out the traditional cultural activities of the Yi people, build a platform for the Yi students to show their self, expand communication and enhance self-confidence.

The Yi students are cheerful and straightforward. Due to the differences in social environment and ethnic customs, Yi students are more willing to interact with their own students, thus forming a relatively independent group. Coupled with the pressure of learning, many Yi students are neglecting the interactions of other ethnic students. The university is a temple where all kinds of cultures blend together and cultivate the soul. In addition to learning knowledge and seeking truth, students are more important to learn from each other through interpersonal communication and cultivate a healthy personality of open-mindedness, perseverance and love. By encouraging Yi students to participate in various cultural and sports activities organized by the school, they will expand their exchanges with colleges, majors, and grades, especially the “Yi Nationality” literary evenings that celebrate the most important festivals of the Yi people, as well as the “Fang Zhuang” bonfire party. The activities of the Yi people's clothing, such as the “Yi clothing show”, create a distinctive brand culture event and provide a platform for Yi students to show themselves. The active participation and activities of the Yi students not only enable the teachers and students to understand the Yi students and the Yi culture, but more importantly, they enable the Yi students to show their pride while at the same time, to stimulate the motivation of learning and enhance their growth. Self-confidence.

4.5 Improve the employment tracking and returning mechanism of Yi graduates, and accurately grasp the demand for management talents in deep poverty areas

Judging from the graduates' data in recent years, most of the Yi students returned to work in the Liangshan Yi area after graduation. It is necessary to establish and improve the follow-up visit system for Yi graduates, and to go deep into the remote and difficult areas of the Yi people in Liangshan, and to fully understand the performance of Yi graduates in their work. Establish a quality evaluation system for employers' graduates, carefully listen to the opinions of employers, collect and analyze the
evaluation data of graduates' work, accurately grasp the needs of management talents in deep poverty areas, and listen carefully to the evaluation and opinions of graduates on school education and teaching. Actively improve and enrich the teaching methods and training programs, effectively improve the quality of education and teaching, and truly train the Yi students to become excellent managers who can stay in the poor areas, use them well, and do well. The builder of the heavy responsibility.

4.6 Strengthening the construction of alumni associations in Liangshan Yi nationality area, improving the influence of Yi students and broadening the employment and entrepreneurship channels of Yi graduates.

Alumni is the university's most valuable wealth and resources, a mirror of the quality of university education, and the university's cohesiveness to alumni is an important symbol of the university's comprehensive strength. The social influence and status of the university was formed by the contributions of successive graduates to the country. In the past few decades, a large number of graduates of our school have accumulated in the Liangshan Yi area. Some have already taken up leadership positions, some have become teachers, judges, civil servants, and some have become entrepreneurs, executives, and individual owners. They have selfless dedication. Dedicated to work, hard work and hard work, and made due contributions to promoting the economic development of deep poverty areas in Sichuan. Due to the remoteness and inconvenient transportation of the Liangshan Yi area, many graduates' life and work conditions and achievements have been little known. It is necessary to strengthen the construction of the Alumni Association in Liangshan Yi region, timely disseminate the achievements of the school's development and construction, contact and condense the alumni, and understand the contribution of alumni to the economic development of Sichuan's deep poverty-stricken areas. Extensively publicize the advanced deeds of outstanding alumni to make meritorious deeds, invite outstanding alumni to return to school as a “footprint for the strugglers” report, share the achievements of alumni, expand the influence of Yi students, give full play to the role of alumni associations, and comprehensively expand the employment and entrepreneurship of Yi graduates.

An important factor to effectively promote the sustainable economic development of deep poverty-stricken areas in Sichuan is talents. Continuously transporting high-quality managers with ideals and cultures for deep poverty-stricken areas in Sichuan is the key to winning the fight against poverty. The School of Management should carefully study and prioritize the training of talents in the Liangshan Yi area. Through the whole process, all-round, and all-round care for the students of the Yi nationality, they will develop talents under the guidance of Xi Jinping’s new era of socialism with Chinese characteristics. The management talents in the economic development of poverty-stricken areas in Sichuan have made their due contributions to the fight against poverty in the deep poverty-stricken areas of Sichuan.

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Colleges from the Perspective of High Moral Values Establishment and People Cultivation》 [DJCY201811] and 《Research on the Construction of College Students' Branch in the New Era》 [DJCY201813].

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