

Research on the Management of College Students' Employment Process Based on the Perspective of "Diagnosis and Reform 8-Character Spiral"

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ABSTRACT

Due to the lack of theoretical guidance, some college students lack systematic and scientific planning and process supervision after setting their own career goals, resulting in wavering temporary employment goals in the later stage, missing the best opportunity for employment, and unable to achieve the optimal choice for employment. This article focuses on the dual supervision of students' goal achievement process and results through the "8-character spiral of diagnosis and reform", using both dynamic and static states. It emphasizes both the "completion time" diagnosis and reform and the "progress time" diagnosis and reform. Among them, the "completion time" diagnostic reform aims to stimulate knowledge innovation, while the "progress time" diagnostic reform aims to achieve real-time regulation.

KEYWORDS

Diagnosis reform 8-character spiral; The employment process; Management

1. INTRODUCTION

Today, with the continuous development of higher education in our country, the employment of college graduates is highly valued by the state. How to ensure and stabilize employment has become a topic that every university should consider in its work. Objectively speaking, factors such as the expanding scale of college graduates year by year and the employment pressure caused by the three-year economic recession due to the pandemic have led to an increase in the difficulty of job hunting for undergraduate graduates. Therefore, it is particularly important to help college students determine and adhere to reasonable employment goals. However, in the new era, the information revolution brought about by information technology has led to graduates being indecisive in setting employment goals, making it difficult for them to persist. Due to the lack of theoretical guidance, some college students lack scientific guidance in process management during the implementation of their career goals, resulting in wavering temporary employment goals in the later stage, missing the best opportunity for employment, and unable to achieve the optimal choice for employment. Therefore, in the process of employment guidance for college students in China, there is an urgent need for a tool that can help students achieve goal orientation and constantly self regulate. With the perspective of the "diagnosis and reform 8-character spiral", we explore the use of both dynamic and static states, and focus on the dual management of the process and results of achieving students' goals. We attach importance to both the management of the "completion time" results and the management of the "progress time" process. Strive to explore the interactive relationship between tools and graduate employment, and help college students achieve high-quality employment practices. Organization of the Text.

In the era of the expanding internet economy, students are exposed to too much information in their employment, making them vulnerable to the ever-changing situation and constantly changing information, which leads to being indecisive and difficult to adhere to in setting employment goals. Therefore, there is an urgent need for a tool that can help students achieve goal oriented and continuous self-regulation.

2. STATIC LOOP CAPTURES THE OVERALL SITUATION, PROVIDING DIRECTION FOR STUDENT EMPLOYMENT

The closed-loop workflow of "goal standard plan organization implementation diagnosis motivation learning innovation improvement goal" is called the "static spiral part" of the 8-character spiral of diagnosis and reform.

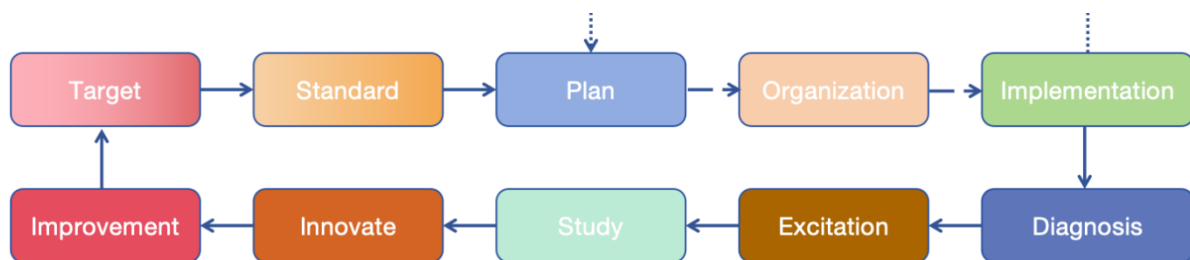


Figure 1. Static spiral frame

When setting employment goals, SWOT analysis method is used to conduct in-depth analysis from several aspects such as self traits, professional characteristics, learning foundation, and personal abilities, combined with the current situation, to determine construction goals and formulate development plans. This is undoubtedly the standard of success for college students and a factor they need to consider when planning their employment. Goals and standards are the first two links in the spiral of diagnosis and reform. Before exploring employment, they enable us to form a goal oriented new pattern in our career planning, laying a solid foundation for achieving our goals. After completing the preliminary work, help oneself achieve employment goals through planning, organizing, implementing and other steps. At this stage, firstly, based on the needs of one's own career goals, relevant information is searched for, and the content and schedule for achieving the goals are formulated; Then, through some information gathering methods, purposefully organize plans and strive to obtain relevant resources that can be utilized; Finally, analyze the implementation conditions required for each item in the plan and initiate the implementation of the plan with the support of various parties. Next, we will enter the diagnostic stage, which is commonly known as the summary. At the end of the "diagnosis and reform" cycle, we will conduct self diagnosis according to the established personal plan (target completion rate diagnosis), complete the self diagnosis report, and reflect. After diagnosis, the overall assessment of the target will be conducted, and appropriate rewards will be given to the areas where one considers excellent performance in the assessment results, in order to achieve motivation in the static spiral. At the same time, based on self diagnostic reports, identify problems, learn new skills, methods, and knowledge, and continuously improve the knowledge and ability reserves required to achieve goals. Finally, improvement measures should be developed to address the problems that exist during a "diagnosis and treatment reform" cycle, and personal development plans and schedules for the next cycle should be adjusted accordingly. The static spiral perfectly aligns with the common management logic of pre -, during -, and post employment in management, guiding college students to continuously diagnose and improve each employment goal during the employment stage, gradually improving their thinking and practical abilities, increasing employment success rates, and optimizing job search results.

3. THE DYNAMIC CYCLE IS CRUCIAL, AND THE EMPLOYMENT PROCESS IS GUARANTEED

The dynamic cycle starts from the implementation stage and intersects with the static spiral in the planning organization implementation stage, forming a closed loop of planning organization implementation detection warning improvement planning.

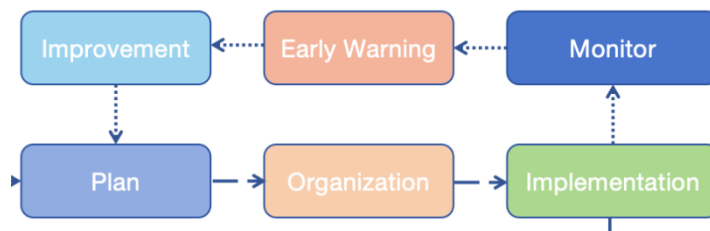


Figure 2. Dynamic Spiral Frame

Adhere to the guidance of "goal+process", monitor the implementation process, comprehensively implement "precise diagnosis", take all processes and problems that affect the achievement of goals as monitoring objects, and instantly grasp the completion plan of goals. Provide early warning for situations that do not meet employment goals, compare and analyze the monitoring situation with career planning goals based on the possibility and degree of impact on goal achievement, and timely summarize oneself. Furthermore, phased improvement suggestions will be proposed, with the improvement process being problem oriented and adjusted in real-time based on monitoring and warning situations. Improvement plans and measures will be formulated. Assist students in achieving dynamic monitoring of the employment process. Planning, organizing, and implementing are essential links in the process of college students achieving their employment goals, which can turn their goals into actions and effectively put their employment plans into practice. Monitoring, warning, and improvement can help college graduates summarize their plans in real time, adjust unreasonable factors in the implementation process of goals, avoid employment risks, and achieve efficient employment practices.

4. THE COMBINATION OF MOVEMENT AND STILLNESS ENSURES EFFECTIVE EMPLOYMENT FOR STUDENTS

The 8-character spiral of diagnosis and improvement attempts to adhere to a goal oriented approach, using diagnosis and improvement as means, which can encourage students to establish a complete and relatively independent self quality assurance mechanism. The "8-shaped spiral" is a combination of static and dynamic spirals. The static spiral refers to a complete workflow: goals standards planning organization implementation diagnosis motivation learning innovation improvement. Among them, diagnosis and improvement are carried out after implementation, while the subject generates learning motivation and innovation vitality through diagnosis and motivation, triggering knowledge innovation and forming a comprehensive and profound improvement plan starting from the "goal". The so-called dynamic spiral refers to the process of issuing timely warnings and following up on control and improvement based on real-time monitoring data during the quality generation process, generally without involving adjustments to goals and standards.

5. SUMMARY

Based on the above definition, construct a complete "8-shaped spiral framework", where the static spiral arrow is a solid line and the dynamic spiral is a dashed line. The two spirals intersect at the "planning organization implementation" stage, forming an organic whole that complements, interacts with, and is indispensable. In addition, although both spirals are in a continuous motion state, the

operating speed of the dynamic spiral is significantly faster than that of the static spiral, so they are respectively referred to as "dynamic spiral" and "static spiral".

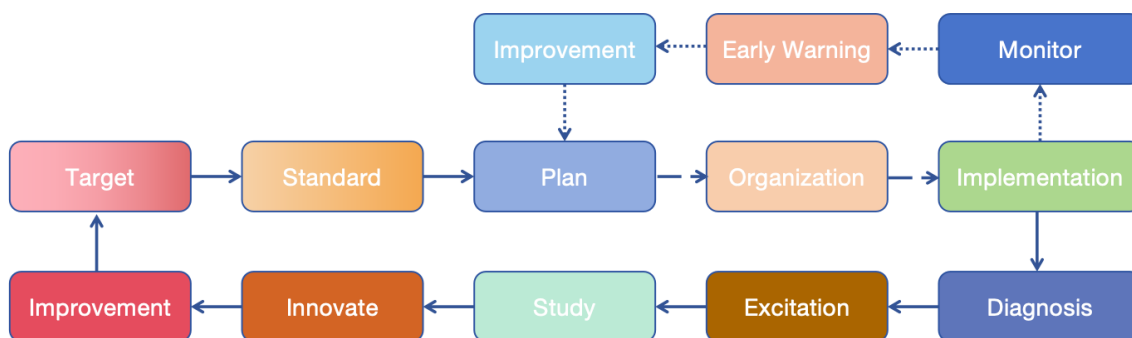


Figure 3. Diagnosis and Reform 8-shaped Spiral Framework

The "8-shaped spiral" emphasizes both the diagnosis and correction of the "completion time" and the "progress time". Among them, the "completion time" diagnostic reform aims to stimulate knowledge innovation, while the "progress time" diagnostic reform aims to achieve real-time regulation. Combining the "8-shaped spiral" of medical reform with student employment can help students achieve dynamic monitoring of their self goals, constantly adjust their methods and actions, and facilitate the achievement of employment goals. The logic of the "8-character spiral" is also very similar to the structure of students' life paths. There may be twists and turns in the path, but the future is always bright. Therefore, students are required to view problems with a developmental perspective in their lives and studies. The "8-character spiral" of diagnosis and reform has put forward clear requirements for the three stages of pre -, during -, and post employment, and has operable scientific means to help college students dynamically regulate their employment planning and goal selection, reduce the risk of failure, and continuously improve their abilities.

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