

University Administrative Major Practice Applied Talent Training Mode

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Abstract:

The practical and application-oriented training model for university administration programs adapts to the needs of the new era. This paper discusses its core values, which include enhancing the quality of education, cultivating professionals, and serving society. Based on the current situation and challenges in practical teaching, this paper proposes several optimization strategies: adjusting the focus of practical training, refining the curriculum system, deepening collaboration between government and educational institutions, strengthening faculty, and improving evaluation methods. Research indicates that a training model that deeply integrates theory and practice can enhance students' comprehensive abilities, meet the societal demand for high-quality administrative talent, and provide valuable insights for higher education reform.

Keywords:

University
Administrative management
Professional practice
Applied talents
Training mode

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1. Introduction

With the rapid transformation of social economy, the field of administrative management has become increasingly urgent for the needs of applied talents who can quickly adapt to the job needs and have practical ability. However, the traditional college education mode focuses on the teaching of theoretical knowledge, which leads to the lack of practical ability for students to be competent for practical work. In this context, it has become a key subject of the current higher education reform to actively explore the training mode of administrative management

professional practice.

2. The concept of applied talent training

Application-oriented talent training is a unique educational strategy that emphasizes the integration of theoretical knowledge with practical skills. Its main goal is to equip students with a strong theoretical foundation while enhancing their ability to solve real-world problems. This training mode is significantly different from the traditional education mode. It is no

longer limited to simple theoretical teaching, but pays more attention to improving students' practical ability and innovative thinking, especially in the career fields they choose in the future.

The educational goal of this model is clear, aiming to cultivate professionals who can quickly adapt to the workplace and efficiently complete work tasks. It emphasizes the importance of practical training to help students accumulate valuable experience, thereby improving their competitiveness in the workplace. The course design has made thoughtful arrangements for an application-oriented talent training model. It contains the necessary theoretical courses to lay a solid theoretical foundation for students and allows students to learn and grow in practice. This comprehensive education mode not only helps students to fully master the subject knowledge, but more importantly, it can guide students to apply the knowledge they have learned to solve practical problems^[1].

3. The value of applied talent training mode in the practice of university administrative management major

The practice of applied talents training mode of university administrative management major is of great value. First, it is committed to strengthening the quality of education, breaking through the traditional education mode through practical teaching reform, and strengthening the quality of administrative management. This change provides students with opportunities to learn in a simulated or actual workplace environment, enhances their motivation and practical skills, fosters a stronger integration of theory and practice, and overall improves students' professional quality and comprehensive abilities^[2].

Secondly, this model aims to cultivate top professionals and implement practice-centered teaching strategies. Students conduct practical operation training in a real and challenging working environment to enhance their adaptability, problem-solving skills, and innovation awareness. This process has enhanced students' understanding and mastery of theoretical knowledge, improved practical operation skills and teamwork abilities, and cultivated unique thinking habits, enabling students to better meet the actual demands of the administrative industry.^[3]

Finally, this model adapts to the needs of social development and economy, provides clear guidance for students' career development through practical teaching reform measures, and is closely connected with the real needs of the rapid growth of China's social economy. The reform will enhance students' professional skills and practical operation level, improve their teamwork ability, communication skills, and interpersonal skills, and strengthen their social adaptability. These administrative talents with rich practical experience and excellent comprehensive quality will play a key role in the process of promoting social prosperity and development and realizing sustainable development goals^[4].

4. The current situation of practicing the applied talent training mode of the administrative management major in colleges and universities

Administrative management science has a long history, but it has faced a challenging period in its development, resulting in stagnation. Subsequently, during an important historical period, the educational community began to re-examine the importance of the administrative management department and began to promote its redevelopment^[5]. This initiative quickly garnered positive responses from numerous universities, enhancing the significance of administrative management science, increasing investment, and collaboration to promote the discipline's revival. In the upcoming period, the administrative management department has made remarkable achievements. It has played a significant role in various key areas, including social economics and business operations. It has produced a large number of management professionals who possess deep knowledge and extensive practical experience^[6]. These individuals have demonstrated exceptional management skills across various fields, significantly contributing to the prosperity and advancement of society.

Meanwhile, the administration department is continuously engaging in self-improvement^[7]. Through continuous exploration and practice, it has gradually established a set of scientific and systematic education systems. However, with the rapid development of financial and economic fields, the national demand for

administrative talents has also changed, which brings new challenges to the administrative management department. To address this challenge, the education sector has conducted an in-depth study on the development of administrative talent. It has come to a consensus that cultivating administrative professionals must be closely aligned with actual work needs and keep up with the pace of the evolving demands of the times.

5. Training strategy of applied talents in university administration major practice

5.1. Set the direction of practical education according to the changes of the times

To effectively develop applied administrative talents that meet market demands, colleges and universities should stay current with industry trends. They need to continually update their educational approaches, focusing on students' future career planning as the central guide, and thoughtfully design practical teaching pathways. In this process, the primary and critical task is to define the professional positioning ^[7]. This requires not only to pay close attention to the overall trend of social development, but also to thoroughly analyze the specific current market requirements for administrative personnel to ensure that professional development can keep up with social progress and industry trends. The content and method of practical teaching need to be closely combined with the actual situation of social changes and industry development, to ensure that students can apply what they have learned to practical work.

In addition, it is also extremely important to clarify the employment direction of students. Colleges and universities should actively establish cooperative relationships with industrial enterprises. By engaging in in-depth exchanges and collaboration, they can accurately understand the latest trends in the job market and the changes in demand. This understanding will enable them to adjust their practical teaching strategies in a timely manner, ensuring that the content of their courses aligns with market needs. Colleges and universities should prioritize the personalized development needs of students, actively learning from advanced discipline construction experiences both domestically and internationally, and create tailored training plans for each

student. This involves gaining a deep understanding of students' interests, individual potential, and career aspirations. Based on this understanding, practical teaching programs should be designed to align with their unique characteristics. The goal is to stimulate students' inner enthusiasm, enhance the quality and effectiveness of talent training, and cultivate more outstanding administrative professionals for society ^[8].

5.2. Optimize the system layouts and enhance students' practical ability

In order to cultivate high-quality talents with excellent practical ability, colleges and universities need to build a perfect organization and a clear logical practical teaching framework. The framework skillfully combines the three core links of practice experience, professional training and social practice to create a practical learning environment with both extensive coverage and in-depth exploration.

In the internship experience section, students will have the opportunity to directly participate in the real working environment, improve various professional skills through hands-on practice, and accumulate valuable practical experience for their future career. The professional training link focuses on the in-depth analysis and teaching of theoretical knowledge. Through scientific and reasonable course design and careful guidance of professional teachers, it helps students to master professional knowledge comprehensively and systematically while providing stable theoretical support for practical operation. In social practice, students are encouraged to walk out of the ivory tower and actively integrate into various social activities. By actively participating and observing closely, they can enhance their comprehension of social mechanisms and expand their societal perspective.

In administrative management, professionals work closely with various enterprises and government agencies to foster strong collaborative relationships. They provide students with diverse internship opportunities and have creatively established a government simulation practice center. This center allows students to engage in a simulated practical environment, effectively enhancing their practical skills ^[9]. These diverse practice links are interconnected and complement each other, which can not only enhance students' professional skills, adaptability,

and innovative thinking, but also cultivate their teamwork spirit.

5.3. Cooperate with government agencies to create a practical training platform

The collaboration of universities and local governments is essential to train practical talents in administration to meet market demands. To achieve this goal, universities should plan and establish a practical teaching base, which aims to provide a platform close to real working scenes and help students' career development^[10].

Through a formal cooperation agreement, the two sides clearly define the specific objectives, coverage, and distribution of responsibilities to ensure the smooth cooperation process. Under this framework, universities have to set up special practical teaching spaces to encourage students to participate in various practical activities organized by the government, such as community service and policy investigation. These activities provide students with the opportunity to learn and master practical skills, while deepening their understanding of the administrative operation processes.

The collaboration between the university administration major and local governments is particularly important as it allows students to participate directly in project implementation. By dealing with practical problems, students' operational ability is significantly improved, and their teamwork spirit is also enhanced. This cooperation mode has effectively improved the comprehensive ability of students and builds a solid foundation for their future career. In addition, this cooperation also further strengthens the ties between universities and local governments as well as promotes the common progress of both sides^[11].

5.4. Improve the quality of teachers and ensure the level of teaching quality

In the process of cultivating applied talents of administrative management specialty, strengthening the construction of teacher team has become the core issue, especially the cultivation of "double-qualified" teachers. This kind of teachers needs both rich practical experience as well as excellent teaching and guiding ability to meet the high requirements of talent training.

In order to achieve the cultivation goal of "double-

qualified" teachers, it is necessary to adopt diversified strategies. The first step is to encourage teachers to engage in practical projects and administrative practices. By participating in these experiences, they can gain valuable hands-on experience and develop a deeper understanding of industry needs. This approach will help ensure that the teaching content is more practical and relevant.

Secondly, regular professional training is also a crucial part. Through training, teachers can keep up with the latest trends in teaching concepts, master advanced teaching methods, improve personal teaching ability and practical level, and lay a solid foundation for the improvement of practical teaching quality.

In addition, it is equally important to build a platform for teachers to communicate and interact. On this platform, teachers can exchange and share the experience of practical teaching, learn from each other, and make progress together, creating a strong academic atmosphere and team spirit.

At the same time, colleges and universities should formulate long-term professional development plans and carry out regular evaluation of teachers' professional quality. This can not only stimulate the willingness for self-improvement of the teachers but also ensure the refinement of the overall quality of teachers, thus promoting the continuous leap in the quality of practical teaching^[12].

5.5. Establish an evaluation mechanism to test the effect of practical education

The establishment of a scientific, rigorous and comprehensive practical teaching evaluation mechanism is a key component of the educational practice of administrative management majors^[13]. The main function of this mechanism is to accurately evaluate the comprehensive ability of students in practical activities and provide reliable data support for the continuous improvement of teaching quality. At the same time, it can also effectively motivate students to actively explore new knowledge and continuously pursue excellence^[14].

Therefore, colleges and universities should take the initiative to develop a comprehensive and scientific-practical teaching evaluation mechanism. The evaluation mechanism should encompass a range of assessment methods that thoroughly evaluate students' knowledge,

skill proficiency, and professional qualities. This evaluation should include factors such as internship experience, practical training, and social practice, to provide a comprehensive and accurate reflection of students' potential performance in their future workplaces.

When establishing evaluation standards and indicators, it is essential to be rigorous and clear. This ensures not only a scientific and objective assessment but also fairness in the process. It requires a deep understanding of professional knowledge, the ability to apply practical skills flexibly, the efficiency of team collaboration, and the mastery of effective communication skills, among other key aspects. Additionally, this evaluation mechanism should offer significant flexibility and be closely aligned with practical activities, allowing for timely adjustments and optimization based on the actual situation. Through regular and systematic collection of feedback from students and all sectors of society, this mechanism can be

continuously refined and perfected, to ensure its scientific, practical, and accurate improvement^[15].

6. Conclusion

By clarifying the practical direction, optimizing the curriculum, and deepening the coordination between government and school, we can bridge the gap between theory and practice, to cultivate high-quality professionals. In the future, it is necessary to pay attention to the industry dynamics, adjust the training program, strengthen the practical ability of teachers, improve the evaluation mechanism, and ensure the improvement of education and social benefits. Through this effort, the positive interaction between higher education and the social economy can be realized so that more high-quality applied talents can be delivered to the administrative management field in the new era.

Disclosure statement

The author declares no conflict of interest.

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