Countermeasures to improve the integrity level of Chinese University graduates——from the perspective of public administration

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Abstract: Graduates are a group of "role change" groups who really enter the social life after completing the school system education, and are the important carrier to verify the educational effect by all walks of life the society. College graduates are valuable talent resources in our country. The condition of integrity is related to the stability and development of socialist modernization drive. To stress honesty is a very important criterion for college students in the process of employment. Society, school, family and peers play important roles in every students credit quality, and the integrity level of every college graduate is the embodiment of social system and educational result. Therefore, in China, it is not only the responsibility of the education sector to improve the employment integrity of college graduates, but also the responsibility of the government, schools, employers, media, ordinary citizens, teachers and parents under the perspective of social public administration. This paper puts forward countermeasures and suggestions to improve the integrity level of college graduates, promotes the moral education work in colleges and universities to develop continuously and well, trains the high quality social citizens, and makes joint efforts to strengthen the social construction and build a harmonious society.

Keywords: Integrity level; College graduates; Countermeasure; China.

1. INTRODUCTION

As old saying goes from analects of Confucius & yan yuan:” The country cannot exist if no faith, government cannot be authorized if no faith, people cannot be believed if no faith, and matters cannot be made if no faith”. As early as ancient China, Taoist school recognized and emphasized the importance of honesty for personal growth and national development. College students are the valuable human resources of the country, the pillars of national construction, and the backbone of building a harmonious socialist society. College graduates belong to both the school management group and the responsible citizens of social. At the same time, college students, as the guide and embodiment of ideological, moral and civilized behavior, have social exemplary role in all their words and deeds. The problem of college students dishonesty is not
only an individual moral problem, but also a reflection of the loopholes in the system of honesty construction in social public administration. Put forward countermeasures and suggestions for improving the integrity level of graduates. On the one hand, it is helpful to improve the level of social public administration, on the other hand, it is helpful to carry forward the Chinese traditional virtue of honesty and trustworthiness.

2. SOCIAL AND GOVERNMENT COUNTERMEASURES

2.1 Create atmosphere of honesty

The education of citizens’ integrity is a long-term process, which requires the society to have a good atmosphere of integrity, to set up correct values, to set up a model of honesty and morality, to create an atmosphere of public opinion which is glorious for honest or shameful for dishonest. First of all, make full use of all kinds of publicity tools, constantly strengthen the promotion of good faith action. The credit of country, unit, collective and individual is not only an indispensable intangible capital, but also a qualification to obtain social public resources for their own survival and development [1]. Secondly, we should give full play to the supervisory capability of moral consensus, widely propagate the importance of social co-belief, and focus on solving the conceptual problem of weak honesty and credit. Media criticism of dishonest people came to light. Thirdly, the platform of popularizing law education is used to carry out propaganda and permeation, combining the implementation of law and law-popularization education. Adhere to the principle of publicity, education and extensive social participation. Finally, to establish a market-oriented regulatory mechanism. Enterprises that fabricate false accounts and evade taxes should be severely punished and removed from the ranks of the industry, so that those enterprises and representatives of legal persons who do not abide by good faith will be punished by the law. They have no room for survival in society. As time passes, the behavior of faithless was punished, and honesty and trustworthiness were developed. The integrity ethos of society can naturally form [2].

2.2 Set a good example for the government to keep its promise

The establishment of the government’s good faith has an exemplary and leading role in the development of the whole society’s good faith. The government itself should re-position its own role, strengthen its service consciousness, strengthen its service function, thoroughly change its administrative functions and management methods, reduce the government’s interference in the micro-economic operation, and put an end to the occurrence of the government’s dishonest behavior. To make government affairs public and improve the transparency of government administration is the key administrative means for the construction of government integrity, and is also an important measure for the government to "win the trust of the people" and "gain the people’s support". We should adhere to the principles of fairness and openness in making government affairs public. At the same time, we should combine the openness of government affairs with democratic administration, establish and improve a mechanism for reflecting social feelings and public opinion as soon as possible, and enhance the transparency of administrative activities. Make the government’s administrative behavior truly reflect the people’s demand.

2.3 Perfecting the legal system of integrity

In modern society, integrity is not only a moral problem but also a legal issue, and perfect legal system construction is the guarantee and important prerequisite for the effective implementation of social honesty. Without a sound legal system, there is no good awareness of the legal system of citizens, the improvement of integrity; without strict administrative procedures in accordance with the law, it is impossible to maintain a normal social order, the people will not be able to live and work in peace and contentment, and it is difficult to build a harmonious society. Personal credit information system is not only the information foundation
and data source of social credit construction, but also one of the necessary ways to improve citizens’ credit literacy effectively. In China, the full and objective personal credit information system is still in the initial stage of exploration. Therefore, from our own national conditions, we draw lessons from the successful experiences of the western countries, and formulate relevant laws and regulations, such as the Social Credit Information Law, the Consumer Credit Code, the personal bankruptcy Law, the personal data Protection Law, and so on [3]. Establish the credit management system, develop the credit service industry, strengthen the whole people’s credit consciousness, form the whole society’s joint defense mechanism, punish and effectively guard against the breach of trust, increase the cost of the breach of credit, and match with the legal system construction to provide credit and moral protection for social development.

3. INSTITUTIONAL AND ORGANIZATIONAL STRATEGIES

3.1 Improving the recruitment system of units

Employers should not only ask graduates to be honest, but also pay attention to it by themselves, make the recruitment information truthful, set up scientific selection methods, and realize fair competition. Instead of limiting the knowledge of graduates to materials provided by individual students and self-introduction, the necessary job competency tests or comprehensive knowledge tests should be added to the recruitment process and reasonably distribute written test and interview score ratio. The employing unit should focus on investigating and evaluating the actual ability of the graduates to engage in the position, abandon the selection method, the "aura" way of blindly pursuing high education, famous school and multiple certificate, etc, and not stick to one pattern to choose talents, make the talent resources of college graduates to maximize the function [4].

3.2 Establish student credit system

The university has established a set of targeted, operational and restrictive credit system and has guidance to the growth of college students, which is coordinated with laws and regulations. To guide college students’ thought, study, work and life with system norm, and consolidate the achievements of integrity, and to curb the behavior of dishonesty. First of all, to judge the integrity behavior of college students, the key point is the credit evaluation index system. Just as the scale has norm, reliability, validity and other indicators measures [5]. The system without evaluation index is untenable, unscientific, unusable and unworthiness. Therefore, it is necessary to establish the measuring subject, latitude, content and index, to ensure the reliability and integrity of the system, and to ensure that the construction and operation of the college students’ credit evaluation system is in line with the theoretical standards and the needs of practice. Secondly, in the process of constructing system, we should actively affirm the behavior of good faith, and make great efforts to publicize and reward the example of keeping faith. We should also make necessary and severe education and punishment for breach of trust. The system of discredit punishment is used to restrict the students’ behavior, including recognition, education, punishment standard, punishment level, punishment procedure of the act of discredit and so on.

3.3 Widening the Employment Market of students

Developing employment market is a systematic work, which should involve teachers, alumni and enterprises. The employment guidance departments of colleges and universities can draw lessons from the market-oriented operation mode, organize all kinds of medium-sized job fairs and small propaganda seminars, establish contact with the employing units, see the recruitment plans of the units, and seize the most exuberant recruitment demand on the eve of graduation season. To establish alumni liaison association, let former alumni recommend practice or employment units for college students, encourage alumni to propagate for the school and raise
its social awareness. To encourage teachers, faculty or alumni to play the role that be contact with the society, and form the working idea of "driving the market by the base and promoting employment by the market". In the construction of employment base, taking into account the different scale of each major, the employment base of popular major is established in some economically developed areas, and the target of the less popular major is shrunk scope the corresponding enterprise [6].

4. EDUCATIONAL WORK AND PARENTAL ADVICE

4.1 Pay attention to the cultivation of campus

Schools should increase the promotion of integrity culture and pay attention to the construction of campus environment with integrity culture. On the one hand, in order to cultivate students credit quality, we must strengthen the construction of credit environment, optimize the education environment, strengthen the integrity of the environment to nurture the overall atmosphere and promote the incubation and cultivation. Good faith campus environment refers to the integrity of the campus humanities landscape, campus culture atmosphere, integrity rules and regulations. Such as setting up good faith display window, good faith slogan, good faith sculpture [7] in campus; setting up good faith maxim, aphorism sign and so on in classroom, dormitory and public place; carrying out second class activities, such as writing, special lecture, theme class meeting, short sketch performance, etc. On the other hand, integrity education should run through the whole study stage of college students, especially freshmen and graduates. Combining the employment guidance work with idea of being a honest person, we can carry out a series of educational activities with integrity as the theme in graduation time, such as series lectures, honest graduation oath, College should give advocation that graduates interview honestly. The graduates be the trustworthy one and enter the employment market with the spirit of objectivity, truthfulness and self-confidence.

4.2 Enhance the status of moral education

In colleges and universities graduating class counselors are the front-line workers in the employment work. However, due to the current expansion of college enrollment, counselor staffing speed is not able to keep up with the growth rate of students’, the proportion of teachers and students matching serious imbalance, which directly leads to the shortage of communication. The busy daily routine work and impetuous mentality directly affect the effect of moral education. Therefore, it is an important suggestion to enhance the importance of moral education and improve the status of moral education teachers. In addition, teachers of all disciplines should always set moral examples for students and abide by professional ethics. Teachers encourage students to take short-term internships or on-the-job internships in vacations, so that students can realize the importance of professional ethics in practical work, and pay attention both skills learning and moral cultivation.

4.3 Advocating parents to keep their promises

The family should be the first school for all children, and the parents also should be the first teachers for them. It is impossible to accomplish effective educational goal, if break away from family education, but simply rely on school education. The words and deeds of parents are the most profound to their children, and the details of parents' behaviors have great impacts on children. Therefore, once found that the child lies, parents should not be severely criticized, instead of face the true reasons behind the lies, care for the children’s needs, is the best way to eliminate their lies. In order for students to truly understand "words must be believed, deeds must be result," when parents can not fulfill their promises, parents should give up their position and sincerely apologize to their children and set a good example of being honest. It is time for children to make clear when they have broken their promises, or fail to promise others, they
need to be correct in admitting their mistakes, taking responsibility, and trying to make up for them, rather than running away from evading them.

5. STUDENT'S OWN ADVICE

Nowadays the economy competition is more and more intense, the university graduate will face more predicament and challenge. Although it can certainly reflect the basic qualities of a student from a prestigious school, with excellent results and good performance, this does not mean that students are well suited to social professional needs. Feedback from practice shows that comprehensive quality is the key factor to determine the development level of students’ career. Therefore, it is a practical problem that college students need to improve their comprehensive quality to adapt their occupation. Comprehensive quality refers to the systematic integration of intelligence, emotional intelligence and other qualities as well as people’s expressive ability. The quality is closely related to the innate endowments, but through the hardworking, the training of social practice and the studying work can also improve the comprehensive quality of one own constantly [8].

6. CONCLUSION

In conclusion, improving Chinese university and college students’ moral level which converged resultant of society, government, school, parents, media, employers and students themselves. And because of the status of developing country, improving achievement may show up for a long time. It will be a necessary educational construction project that can benefit the nation and the country’s citizen. The article is supported by 2018 College scientific research project(Code Number: 18-009B);2017 Guangdong education science "13th five-year plan" moral education project(Code Number: 2017JKDY16); 2017 Guangdong high education Grant of Special Creativity (Humanities and social science) Young Creative talents project(Code Number: 2017 WQNCX 208); 2016 Guangdong Philosophy and social science "13th five-year plan" project(Code Number: GD16XJY31).

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