

Analysis on the current situation and Countermeasures of the Development Mode of ZTE College

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Abstract

ZET University has accumulated 15-year of experience in the training of ICT talents, successfully providing 580 thousand customers at home and abroad with services about training, consultancy, evaluation and certification as well as learning tools. The school is cooperating with universities to cultivate ICT talents and its further affairs. As for the school-enterprise cooperation, it aims to train professional talents, practical talents, inter-disciplinary talents and internationalized talents and the cooperation modes cover Co-cultivation, Co-establishment of majors, schools operated by enterprises and universities, internship base and studying abroad. So far has ZET university cooperated with Xi'an Electronic and Science University, Harbin Institute of Technology, Southeast University and Shenzhen University as well as other universities to jointly train talents, construct subjects, study abroad and publish books, which actively support the construction of subjects, training of social talents

Keywords

Core competence- Vigorously promote the appreciation of HR values.

1. Introduction

The core competence of ZET university origins from the positioning made by ZET Company to the school, that is to say, by the accumulation, refining, transferring and spread of knowledge and skills, vigorously promote the growth and appreciation of ZET's HR values, and basing on the growth and appreciation to implement the company's core value and operation strategies. ZET's positioning to the university not only is a platform to train employees, managers and customers, but also a section to implement ZET's core value and operation strategies, which allows the university to exchange and cooperate with other ZET'S departments and be supported by them when implementing the training of talents and strategies. For example, the necessary standard for an employee who wants to improve his/her title is that he/she shall attend and be taught by some amounts of classes in the university. The business elites who teach other colleagues shall be paid. The amount of classes and encouragement when training talents is one of the distinctive factors when comparing ZET University and other enterprise universities.

2. Situation analysis

In accordance the positioning to the university, the school applies itself to build its core competence, the teachers' system, curriculum system, construction of information platform, quality evaluation system are the distinctive core competence and advantages.

(1)Teachers' system: quality and skillful teachers are employed by the school. The teachers' system is made up of over 110 full-time training teachers, more than 5, 400 registered managers in medium and high position, R&D experts and professors in other sectors. After several-year of construction to the teachers' team, the school has formed an effective management mode to identify the qualification of teachers and test employees.

(2)Curriculum system: the market drives the university to open curriculum in accordance with the judgment made by business and HR departments on the competition disadvantages of the market, the

assurance of competitive key factors so as to train corresponding skills and then open curriculum via the integration of internal and external resources of the company, which led to over 5, 000 subjects were opened, including courses classes, technology courses and formed a perfect curriculum system.

(3) Cloud-learning platform: Since 2004, the school has built the study platform and linked with other IT platforms. The platform realizes the management on training, knowledge. By using it, employees and customers can get knowledge. The construction of the E-platform can effectively store, convert and spread knowledge, improving employees' ability and supporting the outside expansion of knowledge from the school.

(4) Quality evaluation system: A scientific and systematic evaluation system is the driving forces to maintain the school's steady growth of the. The education quality is guaranteed by the whole-process evaluation, multilevel evaluation, and trans-department evaluation on curriculum, teachers and service of the school.

3. Characteristics analysis

There are 4 characteristics in the evaluation system, and they are listed as followings:

(1) whole-process evaluation

The school scientifically analyzed the whole process in training talents, find that the education process is made up of curriculum, teachers, service system and learning tolls. The failure of each segment in the education process shall affect the effectiveness of education. Hence, the school made closely evaluation methods in each segment. In other words, the school's evaluation system covers the opening of curriculum, teachers, research before class, teaching methods and education service. By linking the KPI of each teacher, each segment in the education process is strictly controlled and only quality courses will be opened. Moreover, only certified teachers can teach students and classes that are proved qualified can be applied.

(2) Multilevel evaluation

Not only does the school's evaluation system focus on the evaluation on training process, but also on the accumulation degree of knowledge after several months of the termination of the school, which can assess the teaching results of teachers and reward and check them. Meanwhile, textbooks are also required to be examined. The implementation of multilevel evaluation makes the opening of curriculum and teachers focus on the long-term benefits so as to increase the effectiveness of training.

(3) trans-department evaluation

Teachers in the school are not only the full-time lectures, but also experts who are working in business departments. A successful training lies in the participation in opening of curriculum and education of experts who accumulated experience in their sectors. Combining the training with conferring of titles, linking the opening of curriculum with the daily works of business departments, more and more sophisticated workers will come to play a role in the university. Nowadays, those evaluation systems are being used in the opening of curriculum, education and service of ZET's university.

4. Improving suggestion

Based on the several-year of academic research, we have founded pre-employment training system for over 50 and senior experts will teach the students. We also conducted several experiments in more than 20 universities in China. Campus students were moved and affected by the true cases and working habits of teachers who come from ZET and are greatly welcomed by students. The integration of education in informatization is highly achieved.

Alongside the maturity of mobile internet technology and campus wifi technology, the limitation on space and time of former Internet model was broken, which made the traditional education model be replaced by log-in learning model which bases on internet and by fragmented model that bases on mobile equipment. Finally, an interactive education platform that is distinct for the property of self-learning, spread of knowledge and interaction and collaboration. Those properties will be the main

characteristics of Education Cloud and experience quick development. For example, the MOOC (Massive Open Online Courses) and China's National Development University are undergoing quick development, gradually change the education market.

In 1999, ZET University started to research E-learning. In 2015, we founded a full-time curriculum design team who researched the online curriculum. We are the pioneer in E-learning. We also possess cutting-edge technology in the aspect basing on ZET's powerful Internet and IT technology. Now, our ZET's E-education", an online learning platform, is serving employees, customers and partners in over 140 countries in the planet. ZET is the expert in Cloud technology and more than 7, 000 specialized persons in our company are working in the sector, altogether winning patterns for over 200, which makes us list on the first place in China. ZET's "Education Cloud" is an education-oriented product that is based on its cutting-edge technology in Cloud sector and its 14-year experience in online education. Education Cloud devotes itself to construct a campus platform that supports the informatization in campus, realize the high integration of education tools and applications, resources and service and provide a perfect and informatization platform with schools when teaching, researching and managing as well as living in schools. Meanwhile, the perfect linking of E-learning based on Cloud technology between schools and ZET realizes the maximization of resources in schools and ZET.

ZET's vision is to be the leading enterprise in the telecom industry in the world. As an affiliate of ZET, we aim to be the excellent enterprise university in telecom industry, building an advanced, effective knowledge service platform that can directly benefit ZET. The target customers not only distribute in ZET's employees and customers in Telecom industry, but also in the whole society. We aim to provide knowledge service solution scheme to more industries and universities.

5. Summary

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