

On the Employment Management of Colleges and Universities Based on the Concept of Green Management

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ABSTRACT. *Based on the guiding concept of green management, this paper analyzes the problems existing in the traditional employment management system, puts forward corresponding improvement measures for these problems, and explores the new path of employment management in Colleges and universities.*

KEYWORDS: *Green management, College employment, Management concept*

1. Introduction

Under the influence of the employment contradiction in China, the employment management of college students has become a very important reason to restrict the development of students. More importantly, there are problems in the deep level of employment management in Colleges and universities. In the deep level, the problems in the work of employment management in Colleges and universities are caused by the lack of perfect university employment system culture [1]. Therefore, in order to solve the problem of difficult employment of college graduates in our country at this stage, we should start from the deep level of the thought of employment management in Colleges and universities to help college graduates in our country to solve the problem of employment, which will be the focus of this paper.

2. Green Management Concept

The concept of green management is a kind of university system culture based on the theory of management cybernetics. At the same time, it adheres to the principle of people-oriented, and urges the managers to have the initiative consciousness to complete the system construction. Compared with the traditional employment management method, one of the advantages of green management concept is to pay more attention to the establishment and establishment of institutional culture in schools. Through the training of relevant leaders on green management concept, to promote the employment efficiency of graduates, so as to play its role. One of the most important requirements of the concept of green management is to supervise the employment management of colleges and universities, and bring it into the systematic supervision work. A series of supervision to standardize the management behavior and repair the existing problems of employment management in Colleges and universities. There are three aspects of the green management concept reform, namely, the management concept of "pollution-free", "people-oriented" and "active consciousness". First of all, "no pollution" means that in the management process, we should try our best to avoid the phenomenon of people-oriented treatment of things, and even affect the employment of students. Secondly, "people-oriented" requires that the management work should start from the perspective of students, from the actual situation of students, and take solving the practical problems of students as the fundamental purpose, and can not simply pursue a higher employment rate. Finally, "initiative consciousness" should be the basic consciousness and quality that the employment managers should have. This is because each student has different actual situation, so their employment process is also different, and they will encounter different problems in the management process. Therefore, relevant managers should take the initiative to understand the actual situation of students, and give corresponding targeted opinions to help students fully solve the problems encountered in the employment process. The introduction of this concept in the employment management of colleges and universities can effectively improve the efficiency of the management, improve the degree of democratization in the management concept, and effectively solve some problems in the employment management of colleges and universities [2].

3. Problems in Employment Management of Colleges and Universities

3.1 Indifference of Institutional Culture

Many colleges and universities do not pay attention to the system culture of employment management, which is caused by the weak concept in the employment management. For example, some university leaders believe that the employment management of college students is to send the graduates away safely at a fixed time, and there is a weak source link in the management concept and consciousness. Therefore, the executive of management decision-making will carry out the employment management of students according to this idea, resulting in the influence of this idea on the subsequent work links, and the whole employment management links and the overall work are in the influence trend of indifference to the system culture [3].

3.2 Seriously Affected by the Administration

Employment management in some colleges and universities has a serious tendency of administration, which is due to the lack of awareness of small groups and the lack of subject and object. At present, the awareness of small groups in the employment management system has a great impact on the employment management work, resulting in the lack of communication between the employment management department and other college departments. For example, in the actual management work, the management department learned from the employment rate and other aspects that the demand of enterprises for some specialties was not high, but did not feed back these information to the academic affairs office and relevant colleges in time, which affected the quality of employment management work [4].

3.3 The Way of Employment Management is Not Meticulous Enough

The management mode of the employment management department is still the traditional one. Only after finding out the problems, can we start to solve them. As a result, the system culture of the employment management in Colleges and universities is not detailed enough. The management decision-makers in Colleges and universities are the root of the management work, but some colleges and universities' decision-makers have not made a comprehensive consideration of the employment management work, so they have formulated management measures, and the executors have not detected and reported the hidden dangers of these problems in time. In addition, in the process of employment management, some colleges and universities only pay attention to surface work, and do not really understand the basic situation and personal quality of middle school students. They do not have a comprehensive grasp of the supply-demand relationship between enterprises, students and the employment market, and there is information asymmetry, which leads to the lack of information in employment management [5].

4. Employment Management in Colleges and Universities under the Guidance of Green Management Concept

4.1 Building a Green Employment Management System

First of all, build a school level employment management system. For the employment management of colleges and universities, the university leaders are their decision-makers and leaders. They are required to have a high vision and wise decision-making, to avoid the source of management pollution caused by perceptual decision-making. Carry out the training work related to the new thinking of employment management, and constantly improve the standards of management work, and clarify the tasks of each stage. The green concept emphasizes the feedback mechanism in the work link. The school level management department should collect and summarize the relevant information of the college's employment management in time to provide effective and reliable information support for the next decision-making of the employment management. Secondly, the center of green management lies in the employment management system of the college, which should enhance the awareness of democratic service and the attitude of active management. The work efficiency of the employment management department of the college can be improved through the establishment of work leading group and meeting system [6].

4.2 Reform of Employment Management Related Work

The reform of employment management should be carried out from three aspects: enrollment, market research and professional adjustment. First of all, we should control the quantity and quality of students and the types of majors. When carrying out the employment work, the number, type and technical content of the post

demand shall be fully considered as the basis for adjusting the enrollment work of colleges and universities. Secondly, market research should be carried out from the perspective of employment prospects, Graduate tracking and first and second year college students respectively, to accurately grasp the development trend of each industry and talent demand information, to have a broad vision of the employment market, and to timely feed back the research results to the college and the employment department. To make clear the employment situation of graduates and summarize their sustainable development experience, we can reorganize the information into alumni information database after the completion of the research work, and become fresh employment management materials and teaching materials. 1, Second year college students should actively participate in Market Research under the guidance of employment managers, understand the current situation and development trend of the market, enterprises and graduates, encourage college students to adjust their mentality and clear their learning objectives and development direction. Finally, according to the market demand to develop the direction of professional development, to keep pace with the times, increase the employment opportunities of students [7].

4.3 Carry out Green Employment Management in School

Green employment management can be carried out from three aspects: Employment probation, employment service and employment guidance. First of all, college students should actively participate in employment internships, strengthen their intuitive understanding of the job market, and deepen their understanding of the needs of enterprises. Colleges and universities should strictly require students' probation attitude and quality. Secondly, employment guidance can be carried out through employment planning and job training to determine the employment rate, initial employment rate and annual employment rate. Finally, according to the service tenet of people-oriented in the concept of green management, colleges and universities should establish corresponding employment information platform and do a good job in information archives and other service measures [8].

5. Conclusion

The employment management of college students has always been a very important content of college work, which is directly related to the future of students. Therefore, how to ensure the employment arrangement of students without accidents has become a problem that all colleges and universities need to make overall arrangements. At the present stage of China's development, the number of graduates per year is far more than the number required by the market, so how to ensure the arrangement of this part of students has become a problem that every school needs to properly solve, and the full use of the concept of green management can ensure that the school's employment management can be carried out in an orderly manner, thus ensuring the employment of students.

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