

Research on the Dilemma and Countermeasure of Cultivating Craftsman's Spirit for Technical Skilled Personnel

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Abstract. In the 21st century, as a wave of the new era, the spirit of craftsmen is what we were lack of. After the two sessions in 2016, "craftsman spirit" has been highly concerned and heated discussion in various fields. Based on the analysis of the dilemma of the cultivation of craftsman's spirit of skilled personnel, this paper explores the reasons based on the theory and practical experience of craftsman cultivation. So the strategies and ways to enhance and promote the craftsman's spirit of skilled personnel from all kinds of aspects such as classroom, teachers and social identity could be found.

Introduction

The spirit of craftsmen, in a broad sense, can generally refer to the professional spirit, attitude and values embodied by social workers in their professional activities. In a narrow sense, it refers to the value pursuit of craftsmen headed by skilled personnel for the quality of their products, and it is a kind of reverence for their own profession, perseverance in their work and pursuit of excellence[1]. For the development of manufacturing industry in the 21st century, the cultivation of craftsman's spirit is very important. When each skilled personnel has mature technology, he can devote himself to the development of enterprises. Then the whole manufacturing industry was upgraded, and the upgrading of industry and export competitiveness of our country will be improved by improving the basis of the optimization of the overall national industrial structure[2]. General Secretary Xi Jinping proposed at the National Education Conference in 2018 that we should strengthen labor education, promote the spirit of labor among students, educate and guide students to advocate and respect labor, and understand the truth that labor is the most glorious, noble, greatest and beautiful. It is particularly urgent to cultivate the spirit of craftsman. When the dilemma of cultivating craftsman's spirit for skilled personnel was deeply analyzed and its countermeasure was explored, it is better to cultivate high-quality skilled personnel with craftsman's spirit and help to make "Made in China 2025" plan.

The Dilemma of Cultivating Craftsman Spirit for Technical Skilled Talents

For the country, craftsman's spirit is a criterion for working and a standard of enterprise survival. However, there were disadvantages and problem in them now. It is including the following aspects.

Not Enough for Government Supporting. The importance and value of the cultivation of craftsmanship's spirit for skilled personnel were mentioned once again in the 18th National Congress. From this, we can know that the government pay more attention to it. But in fact, there were still some disadvantages in the supporting of our government. It is so weak in financial support for the related workers and enterprise. It is relatively insufficient to identify and subsidize the specific work of technical and skilled personnel. All these directly restrict the self-development and growth of them in the future[3].

The Social Status of Craftsmen is not High. In Chinese traditional culture, there has always been the theory of "scholar, peasant, industrial and commercial". And under the influence "Official

Career", most talents are more willing to be civil servants or businessmen. Obviously, this idea means that most of our current technical and skilled talents are left behind by the society[4]. Vocational colleges can provide a large number of fresh forces for Chinese manufacturing. It is also an important place for the cultivation of craftsman's 'spirit. But these years, they have been suffering from prejudices from all walks of life. When students apply for volunteers in college entrance examination, it would always be the last choice. As the influence of the concept that "college degree is inferior to bachelor degree", the skilled personnel from vocational colleges will feel a cut below others on their employment. These prejudices have seriously hindered the cultivation of craftsman's spirit of skilled personnel, and these prejudices need to be eliminated from the top design of the country.

Therefore, on one hand, they can not get income that matches their own values. On the other hand, the recognition or respect of them by the society is relatively low. Especially for those front-line workers, their income is generally not high. And they are at the bottom of the enterprise. They didn't get the help and support from the society. All of these make a great negative impact on the self-determination and subjective initiative of skilled personnel, which is not conducive to the value and ability of them in the future.

The Lack of Cultivation of Modern Vocational Education. Education is fundamental to cultivate the spirit of craftsmen. It is lack of modern vocational education for the cultivation of craftsman's spirit of skilled personnel. This is the main factor affecting it. Due to the social recognition and the influence of the overall environment, the higher vocational and secondary vocational colleges have not enough investment in the overall vocational education and the corresponding social support[5].

It means that there is no effective support model and system support in the process of the cultivation of skilled personnel. If all kinds of vocational education can not be fully carried out, it will certainly affect the future training effect of skilled personnel[6]. In addition, the lack of training methods for skilled personnel also restrict the expression and exertion of their practical value. From the whole development, the channel of cultivating was lack. The spirit of craftsman is fostered in schools and enterprises. School-enterprise cooperation and integration of production and education are the main training mode of Vocational education, as well as the important channel for the cultivation of craftsman's spirit. In fact, the cooperation between schools and enterprises only stays at the surface, and there is not much deep cooperation in the practical sense. It is very difficult to cultivate the craftsman's spirit of skilled personnel only by vocational colleges themselves without the support of enterprises[7].

Countermeasure to Improve the Dilemma of Cultivating Craftsman's Spirit of Technical Skilled Talents

In the future, the development of skilled personnel and the cultivation of craftsman's spirit need various interventions and support[8]. From the whole development of society and the training mode of excellent talents, it can be carried out from the following.

Perfecting Laws and Regulations and Implementing Supporting Policies. For the future training of technical and skilled personnel, the society needs to continue to give them adequate support. In particular, the government should give them enough respect and financial security from the institution[9]. The cultivation of the craftsman's spirit for skilled personnel will be better in future when the guarantee of system and funds were owned.

Firstly, we should improve the relevant laws and regulations. The establishment of relevant laws and regulations provides institutional support and guarantee for a series of work, such as the existing patented technology, corresponding fund subsidies and the establishment of studios. In this way, craftsmen can continuously improve their work enthusiasm and subjective initiative, better enhance their self-value, but also create greater value and rights and interests for the society.

Secondly, we should deepen the reform of government management system. In the process of cultivating the spirit of craftsman with skilled personnel, they will be restricted by policies, so that they cannot carry out corresponding activities in the short term. The government need to simplify

the current service and mode, so that the cultivation of craftsman's spirit of skilled personnel can be better guaranteed and realized. After deepening the reform of decentralization, combination of decentralization and management and optimizing service, the institutional guarantee foundation of cultivating will be set up.

Reducing Social Prejudice and Achieving Social and Cultural Identity. Traditionally, craftsmen have a low social status. And now, the the concept of "Value mental labor over manual labor" is stilled existed. As a result, many young people aim too high, disdain for front-line technical workers in enterprises, and always want to be office "white-collar workers"[10]. If these conditions do not change, it will inevitably affect the effect of the cultivation of craftsmanship spirit of skilled personnel in future. Therefore, we hope that in the future, through social propaganda, the family and the external environment will change this traditional concept, so as every social mass and individual ideology .

In order to reduce the prejudice of society towards skilled personnel, we can start from the influencing factors of their effects, and through various efforts, especially people's respect for each technical talents. Then they can promote their self-worth from the heart and form a positive and optimistic idea. By eliminating social prejudice, we can further promote and enhance the cultivation effect of craftsman's spirit of skilled personnel, so that each skilled personnel can work more attentively and create more value.

Creating Growth Channel and Cultivating Craftsmen Of Great Power in the New Era

In the new era, the cultivation of craftsman's spirit of skilled personnel needs to continuously open up various channels of growth[11]. For example, a closed loop for cultivating the craftsman's spirit of skilled personnel was formed through the joint efforts of society, schools and enterprises[12]. In future, the cultivation will get more support with the coordination of each others. At the same time, we can also work together to promote the cultivation effect of craftsman's spirit with skilled personnel[13], so as to cultivate more craftsmen of great power in the new era. It is including the following:

Firstly, we should create a professional class that permeates the spirit of craftsman. As the particularity of Vocational education, students in Vocational Colleges mostly receive professional education, so professional class is the main position to cultivate the craftsman's spirit for students. Professional teachers should pay attention to the cultivation of craftsman's spirit, and integrate this spirit into teaching philosophy, teaching purposes, teaching methods and the whole process of classroom teaching. Of course, the teachers should make themselves as example and try to practice the spirit of craftsman in the process of education and teaching.

Secondly, we should employ famous craftsmen to teach and pass on skills in class. A dual tutorial system in and out of school will be established. The famous teachers and craftsmen with solid theory and superb technical skills outside school were invited to give lessons for students. Because the famous teachers and craftsmen are more authoritative, the students will agree with them more. And their skills are more closely to the actual production, so the students can better connect with enterprises after graduation.

Thirdly, we should create a campus culture that fosters the spirit of craftsman's spirit. Campus culture is the soul of a school. It has a subtle influence on the behavioral norms and ethics of teachers and students. The cultivation of craftsman spirit of skilled personnel should be taken as the focus of the campus cultural construction of vocational colleges and universities. It is necessary to advocate the spirit of glorious labor, precious skills and great creation, create a cultural atmosphere that pays attention to creation, respects skills and advocates skills, enhance the understanding of craftsman spirit of all teachers and students in the school, and improve the cultural soft power of the school.

Figure 1 shows the craftsman's spirit cultivation model for skilled personnel. Based on such a variety of joint training methods, it is undoubtedly able to better promote and improve the overall effect of craftsman spirit cultivation for skilled personnel. Through joint efforts, it can promote the expansion of the cultivation channel of craftsman's spirit for skilled personnel, and win more people's respect and respect for such a profession.

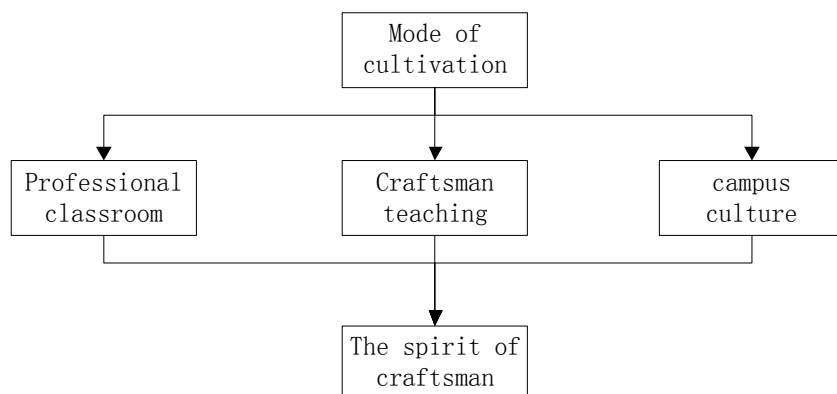


Figure. 1 The mode of cultivating the craftsman's spirit of skilled personnel

Summary

The spirit of craftsman is the pursuit of excellence in the spirit of creation, excellence in the spirit of quality, customer first service spirit. For the future of the cultivation of craftsman's spirit in China, joint efforts in various aspects are needed to form synergistic benefits, so as to better promote the benign development of China's overall economy, enhance the overall social creativity, and lay a solid foundation for the adjustment and upgrading of industrial structure in the future. In a word, it is extremely urgent to cultivate the spirit of craftsmen with skilled personnel, which requires the whole society to pay attention to the professional attitude and quality of skilled personnel, vigorously strengthen the cultivation of the spirit of craftsman, accelerate the return of the spirit of craftsman, and provide quality guarantee for the growth of craftsman.

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