

## **Thinking on Teachers of Higher Vocational Hotel Management Major Participating in on-the-Job Exercise of Enterprises**

**Sun Jian**

Shangdong College of Tourism and Hospitality , Jinan, Shandong, 250200, China

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**Abstract:** In today's society, with the continuous improvement of the education system, teachers engaged in hotel management can help improve their practical skills and professional literacy through various channels. Among them, the most effective way is for teachers to go to companies for on-the-job training. Although this law has been widely implemented, there are still a series of problems that need to be resolved in the process of actual employment. In order to fundamentally guarantee the effect of on-the-job training, this article takes the significance of professional vocational hotel teachers' participation in corporate on-the-job training as the starting point, and conducts a specific analysis from three factors: teachers themselves, schools and hotels, and improves the effectiveness of on-the-job training. The method is explained.

### **1. Introduction**

At present, the majority of teachers in higher vocational colleges, especially young teachers, have transitioned from colleges to colleges, from students to teachers. It can be seen that their working experience is almost zero and very scarce, which has also made the development of teachers' participation in corporate job training an inevitable trend. The hotel management major is undoubtedly a profession that requires constant practice and training. It not only has high standards and strict requirements for students' service technology and communication skills, but also wants students to be able to do so without the effective guidance of teachers. Therefore, the relevant educators who are engaged in the profession of hotel management in higher vocations bear a heavy burden. As a result, most professional teachers who lack professional experience choose to gain experience through on-the-job training. For educators who have turned into professional teachers after the company, on-the-job training is a shortcut to continuously learn the latest industry trends.

### **2. Significance of Higher Vocational Hotel Management Teachers' Participation in on-the-Job Exercise**

The so-called teacher on-the-job training is a special method of employment that does not charge wages, does not transfer relations, and does not occupy the establishment and number of on-the-job units. At present, most colleges and universities require teachers to go to relevant companies to perform on-the-job training in order to fundamentally improve the comprehensive work ability of hotel management teachers, so that teachers can gain experience and the latest dynamic information in the industry that are not available in school. Therefore, it is of great significance for teachers to participate in on-the-job training.

#### **2.1 Is a Necessary Guarantee to Fundamentally Improve the Effectiveness of Professional Teaching**

In current colleges and universities, whoever has a hotel management major, there is a common problem: the teaching concepts and methods of teachers are too old and single, and the teaching methods are very boring. They cannot fully mobilize students' enthusiasm for studying in the classroom. The knowledge learned in the classroom is seriously inconsistent with the actual situation. From a fundamental analysis, each department of the hotel industry has a very fine

division of labor, covering all posts. Therefore, if schools want to fundamentally improve the effectiveness of professional teaching and train more high-quality students, the role of teachers cannot be ignored. Only the teachers themselves have the experience gained from internships in different positions, which can only be harvested through on-the-job training. In addition, during the on-the-job training, teachers can contact the guests and serve the guests to sum up and accumulate the accumulated situations, which can be used as classroom teaching practice cases. Therefore, vivid examples can easily create a hotel teaching situation in the classroom. The classroom teaching content is more rich and exciting, providing a guarantee for students to better learn professional knowledge.

## **2.2 Is the Key Way to Understand the Latest Market Situation and Dynamics of Hotels**

Students have not yet entered the job, so the channel for them to understand the latest news of the hotel is through the teachers' daily teaching, which is also one of the factors of the teacher's on-the-job training. The on-the-job training is for higher vocational hotel management teachers to understand the hotel industry dynamics and obtain information. The best way is to let them know the entire hotel work system process, directly present the status of the industry to students, and promote the pace of students' integration with society. In addition, on-the-job training is a mirror of the teacher's own. You can also find your own shortcomings, update relevant professional knowledge in a timely manner, pay close attention to industry trends, understand the latest development direction and focus of the hotel, and clarify the requirements for the overall quality of students. The most important thing is that teachers can quickly process new hotel concepts and methods to make the teaching content fuller and more complete, and further improve the quality of teaching.

## **2.3 Is the Source of Motivation for Teachers to Carry out Teaching Reforms in Hotel-Related Majors**

The teacher's work area is the classroom, but teachers cannot close themselves in the school environment. But it should be done: the mind is on the students and the eyes are on the society. Especially as a vocational hotel management professional teacher, "going out" is the key. Therefore, the source of teachers' teaching reform has gradually turned into teachers' on-the-job training. This approach not only allows teachers to deeply experience the true service process and requirements of the hotel, but also uses this opportunity to better expand the popularity and influence of teachers themselves and the school in the hotel industry, allowing companies to see the commercial value of teachers and learning. Where. Further promote mutual help and mutual benefit between schools and enterprises, and achieve a win-win relationship. In-depth cooperation, opening new courses, formulating syllabus together, and training high-quality talents urgently needed in the hotel industry.

## **3. The Existing Problems of Professional Teachers on-the-Job Training**

### **3.1 Inadequate Attention to on-the-Job Training**

At present, teachers still lack sufficient attention to on-the-job training. Although schools and enterprises have also proposed regulations and requirements for on-the-job training, they have not attracted much attention. For example, few schools have further made relevant plans and detailed arrangements. Gradually, on-the-job training has become a teacher's personal behavior, which lacks effective organization and guidance, which directly affects the effect of on-job training [1].

### **3.2 Lack of Effective Reward Mechanism**

In the process of implementing on-the-job training, the lack of reward mechanism and policies makes teachers only focus on improving their academic qualifications and professional titles, but they often ignore the requirements for their own practical ability. This part of the reason is that teachers have participated in on-the-job training, but the number of salaries or bonuses they have received has decreased, but they have to pay fees to the school for paid job replacements in the enterprise. This cut scene, in order to cope with the provisions, did not invest their real energy and learning plans. On the other hand, the training fee for improving teachers' professional skills

training is too high. At present, most colleges and universities have a large funding gap and it is difficult to pay for expensive training costs [2].

#### **4. The Establishment Conditions of Professional Teacher on-the-Job Training Model**

##### **4.1 Principles of Attachment**

The establishment of the on-the-job training model for hotel management teachers in hotels needs to be based on relevant principles. First, on-the-job training should be based on the principle of “win-win cooperation, mutual assistance, mutual benefit, and mutual benefit”. Specifically, the teacher will, in principle, bring considerable economic benefits to the hotel during the on-the-job training. At the same time, the hotel should also actively provide teachers with information and technical support in the industry fields that are valuable in future teaching. . In the process of establishing the on-the-job training model, you can first consider what type of hotel to choose, and then determine what job you want to do and what work you can actually do. You can further determine what kind of results you want to have on-the-job training and what role you can play. . Therefore, a clear and feasible on-the-job training model can be worked out.

##### **4.2 Determine the Frequency of on-the-Job Exercise**

To determine the frequency of the on-duty cycle, we also need to consider the current hotel development cycle and development goals, and determine the ability of the training target. According to the laws of related industries, the development frequency of many hotels is basically a five-year cycle. A comprehensive renovation or upgrade will be carried out within five years, if not, it means that the hotel will be gradually eliminated by the current pace of social progress. In order to cultivate high-quality teachers with higher professional literacy and richer professional experience, major universities will inevitably require teachers to have work experience from all levels of the hotel. It is further planned according to the teacher's life cycle, which can be divided into the initial stage, the development stage, and the shaping stage. Each phase takes five years, and a total of about December in five years to complete the on-the-job training at different positions and levels [3].

#### **5. Recommendations Provided by Teacher Protection**

Based on the past on-the-job training, hotel management teachers have many shortcomings, such as: in fact, most of the on-the-job teachers have a bad attitude towards on-the-job training, perfunctory, do not pay attention to ideology, and seriously lack the initiative of work ; On the school side, when carrying out related arrangements for on-the-job trainers, they did not clearly formulate a detailed on-the-job system, nor did they provide fundamental welfare guarantees for teachers. Many teachers were forced to be randomly assigned to a certain job position under temporary circumstances; hotels were unwilling to come to the job training teachers, did not intentionally arrange teachers selected by the school, and were unwilling to provide help to teachers. Therefore, the effect of on-the-job training is useless. Teachers participate in on-the-job training without improving their professional quality, wasting manpower and time.

##### **5.1 Regarding on-the-Job Units**

The most important condition for teachers to exercise on duty is to gain the trust and support of the unit they are employed on. Therefore, teachers want to maintain a stable relationship, the first thing is to establish related procedures with the hotel to maintain the relationship, such as the contract. Relevant units, schools, and teachers should reach a relative consensus in the on-the-job training. Once problems occur, they must be unified and coordinated to solve them. For example, the confidential information of the reporting unit cannot be disclosed to the public. In this way, the reporting unit has a strong limitation in being able to take up posts. Therefore, a complete contract must be established before the on-the-job exercise is performed to ensure that the results of the on-the-job exercise of the teacher are satisfactory to the school, the teacher, and the on-the-job unit, so

that the on-the-job exercise maximizes its own significance.

## **5.2 Teachers**

The past is safe, since the teachers of higher vocational hotel management majors have come to the on-the-job enterprises to exercise, they must seize the opportunity of this on-the-job exercise to improve themselves. The first is to adapt to the environment as fast as possible, forget your identity as a teacher, lower your posture, adjust your state, and put your best side on the job. There must be no fluke in my heart. I only take on-the-job training as a form of walking, and I don't think of myself as a member of the current enterprise in the subconscious [4]. Teachers should take every opportunity for on-the-job training as an opportunity for their own growth and promotion. This is the best time to accumulate valuable wealth in life and education. In addition, during the on-the-job training, teachers must not engage in special, arrive on time, work in an enthusiastic and responsible manner, strict requirements on themselves, ask more colleagues with work experience, overcome difficulties, be strict with oneself, in the future In the classroom, students are better taught, their overall quality is improved, and their ability to solve various "difficult diseases" in their work is cultivated.

## **5.3 School Aspects**

In the previous system, many teachers may be reluctant to go to work units for training because of insufficient benefits for teachers during the on-the-job training. Generally speaking, teachers' salaries are composed of three parts-one is the basic salary, which accounts for most of the salary; the other is the remuneration for teaching, which accounts for about 40%, and the third is the bonus or subsidy. Therefore, once the teacher goes to the enterprise for on-the-job training, he does not take on any related teaching tasks, and the total income drops sharply [5]. Reduced teachers' active involvement in learning and participating in learning practices. Moreover, under normal circumstances, in areas where the hotel industry is developed, the economy must also be very developed, which means that teachers' daily life expenses increase, which puts pressure on teachers' economic aspects on the one hand, causing trouble.

Facing this problem, from the perspective of the school, while advocating teachers for on-the-job training, schools should formulate a comprehensive security mechanism to provide teachers with help and support in terms of economics. Specifically, it should be reflected in the related rules and regulations of the school's on-the-job rules to the teachers' related welfare and security issues, and reduce the difficulty of on-the-job training.

## **5.4 Hotel Aspect**

The hotel is a relatively complete service system. Generally, the hotel is composed of the catering department, the guest room department, and the recreation department. The related job division of each department is very clear and specific. No matter which position, the hotel must comply with the hotel's work specifications and responsibilities. At present, The hotel emphasizes that the customer is paramount and achieves standard integrated services. Not only that, but also to reflect the characteristics of the hotel in providing guests with thoughtful and personal service. Therefore, only with high quality and professional staff can provide the best service for guests [6]. At the same time, the purpose of hotel management majors in major universities is to allow students to learn professional knowledge, to train more and more outstanding high-quality employees for the society, and to enable students to apply for work in the workplace. Not only realize their own self-worth in the post, but also the source of power to promote the development and progress of the hotel. Therefore, teachers must truly understand the talent needs of the hotel and understand the basic working procedures of the hotel in order to be able to change the teaching plan in time, formulate detailed teaching plans, and implement education reform. All of this is inseparable from the cooperation of the hotel. The school and the hotel are like the two ends of a seesaw: Only if the hotel provides a good training platform for the teacher, the teacher can provide excellent talents for the hotel and achieve the win-win cooperation between the school and the hotel.

## 6. Conclusion

In summary, a series of exercises for higher vocational hotel management teachers to work in companies has become an inevitable trend of the advancement of teaching levels in various colleges and universities, and it is an effective way to cultivate professional teachers with real talents. the way. In order to complete teaching tasks in a down-to-earth manner, on the one hand, we must adhere to a combination of multiple employment methods, formulate a reasonable teaching mode, and turn majors into quality products in order to become the driving force for the long-term development of higher vocational colleges. On the other hand, only Teachers, schools, and hotels must “think in one place and work hard in one place” in order to maximize the value of on-the-job training, and at the same time promote deep and long-term cooperation between hotels and schools, presenting a harmonious situation of multi-win.

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