

Analysis of the Work of Three Assistantships and One Assistantship for Postgraduates and Discussion of Improvement Strategies

Panlin Hou

Criminal Investigation Police University of China, Shenyang, Liaoning, China

DOI: 10.32629/jher.v5i6.3383

Abstract: The article analyses the current situation of "three assistants and one auxiliary" for postgraduates in China and some problems still exist in the process of carrying out the current work, such as meagre remuneration for the work, general content of the work, insufficient training mechanism, imperfect rewards and punishments, and failure to organically combine with the scholarship policy, and so on. In view of the above problems, colleges and universities should optimise the position and salary standard, improve the ability cultivation and training system, and improve the reward and punishment and award evaluation mechanism to ensure the smooth progress of this work.

Keywords: three assistants and one assistant for postgraduates; postgraduate funding; postgraduate training

1. Analysis of the Current Situation of Three Aids and One Support for Graduate Students

In 2014, the Ministry of Education issued the Opinions on Doing a Good Job for Postgraduates as Research Assistants, Teaching Assistants, Management Assistants and Student Counsellors, which aims to promote innovation in postgraduate education and improve the quality of cultivation by standardising the setting and management of positions, strengthening training and guidance, and improving the incentive and guarantee mechanism. Higher education institutions across the country actively implement the policy requirements, set up special organisations or institutions to promote the smooth development of the work, and establish management methods within the graduate education system, with a view to achieving the effect of financial support for educating people [2]. In recent years, China has continuously increased its investment in education, expanded the scope of funding, and provided strong financial support for the work of "three aids and one assistant". According to the report on the development of China's student financial aid in 2022, the postgraduate "three aids" post allowance funded 534,600 times, the amount of funding 3.478 billion yuan [3]. The promotion of this work not only alleviates the shortage of faculty in colleges and universities, but also provides postgraduates with practice opportunities and financial assistance, achieving a win-win situation. After more than 30 years of practice, the work of "three aids and one assistant" for postgraduate students in colleges and universities has been continuously promoted and deepened, and a wealth of experience has been accumulated in the specific implementation. Although the "three aids and one auxiliary" work has achieved remarkable results, but compared with foreign institutions of higher learning, domestic universities "three aids and one auxiliary" work started late, the development of relatively lagging behind, the methods and methods are slightly immature [4], the implementation of national policy is not strong enough. Although there is a more complete work management system, the function of postgraduate funding is more significant, but still do not give full play to the role of postgraduate capacity development, to be gradually optimised [5].

2. The current postgraduate students three aids and one auxiliary work deficiencies exist

2.1 Work remuneration is meagre

From the college graduate students three aids and one auxiliary work management methods can be seen in the monthly honorarium for assistant management work in the 300 to 500 yuan fluctuation between the work time is roughly in the 24 hours to 48 hours between the average equivalent of about 12 yuan per hour, which compared to the current continuous rise in the price level, has appeared to be quite meagre. In addition, the standard of honorarium payment is often "clearly marked" in the "three aids and one auxiliary work management method" of each university, "management method" is not revised, the honorarium will not change, so the Therefore, in many colleges and universities, the honorarium will remain unchanged for several years.

2.2 Generalised job content and insufficient training mechanism

The work of the three assistants and one assistant is often regarded as a simple support or supplement to scientific research, teaching and management work, resulting in a generalised work content that lacks depth and challenge. In addition, the employing departments of schools often fail to fully understand the importance of training, resulting in students often lack of training in the actual work directly on the job. Impact on work efficiency and work quality.

2.3 The reward and punishment mechanism is still lacking, and the scholarship policy lacks articulation.

There is a lack of strict reward and punishment mechanism in the whole workflow. For students who work hard and perform well, there is a lack of clear reward norms and incentive initiatives; and for postgraduates who do not perform well, there is a lack of appropriate punishment measures. In addition, the Ministry of Education issued "on doing a good job of graduate students as research assistants, teaching assistants, management assistants and student counsellors," the document pointed out that "to strengthen the three aids and one auxiliary work and with the organic combination of scholarship policies" [6]. But at present, many colleges and universities three aids a supplementary work and scholarship assessment work between the lack of contact, the two work failed to effectively converge.

3. The improvement of postgraduate students three aids and one auxiliary work related initiatives

3.1 Dynamic adjustment of job remuneration standards

The establishment of dynamic adjustment mechanism of post remuneration. Colleges and universities should further optimise the management methods of three assistants and one auxiliary, and adjust the honorarium standard at the right time according to the market salary change and price rise and other factors. Colleges and universities should set up a research group to regularly collect, summarize and evaluate the labour market and relevant salary levels, regularly research the cost of living of postgraduates, and scientifically and reasonably determine the standard of honorarium payment.

3.2 Improvement the system of ability cultivation and training

First, optimise the job content of positions. Each employing department can formulate the "Growth and Training Programme for Postgraduates with Three Assistants and One Auxiliary Positions" according to the annual work content, and increase the challenging and innovative tasks in due course. Second, establish a systematic training and assessment mechanism. First of all, the employing department should provide students with comprehensive and professional pre-service training, so that postgraduates can quickly integrate into the work of the post. Continuously carry out new business training, constantly increase or change the job content of the post, so that the students can "rotate" their learning, enhance their working ability and improve their working level. When the semester is coming to an end, assessment tests are carried out to evaluate the work skills and ensure the effect of educating people.

3.3 Improvement of reward and punishment as well as the assessment mechanism for awards and subsidies

First, improve the reward and punishment mechanism. In terms of rewarding initiatives, an appraisal grading mechanism can be established, with the higher the appraisal grade, the higher the honorarium, so as to play an exemplary leading role. In terms of penalties, they can be reminded to improve their work attitude and enhance their work skills by reducing their honorarium or being disqualified according to the assessment results. Secondly, in close conjunction with the evaluation criteria for scholarships, the work experience of postgraduates with three assistants and one auxiliary is written into the evaluation method as a bonus item that should not be ignored, and its weight in the evaluation of scholarships is clarified, so as to make the two form an obvious correlation.

4. Conclusion

After more than 30 years of development, the work of postgraduate students three aids and one assistant has become an important part of the innovative talent cultivation mechanism of colleges and universities. However, the problems still exist in the process of work innovatively put forward the proposal of dynamic adjustment of job salary standards, improve the ability to cultivate and training system, improve the evaluation mechanism of rewards, punishments and awards and subsidies and other improvement programmes. The aim is to improve the design of management system, improve the quality of postgraduate training, and promote the better development of the work of "three aids and one assistant".

References

- [1] Ou Jining. Research on the standardised management of postgraduates' three-assisted project — taking the current situation of three-assisted work in Guangxi universities as an example [D]. Guangxi University,2008.
- [2] Zheng Mengmeng Liu Yuanqiu. Constraints and Path Choice of the Policy Implementation of "Three Aids and One Support" for Graduate Students--Analysis Based on Smith's Policy Implementation Process Model[J]. Degree and Graduate Education,2023(10):33-41.
- [3] China Daily. 2022 China's student financial aid development report. Available from: <https://www.xhby.net/content/s65447e12e4b089ce266c2100.html>.
- [4] Carry on Danya. Optimisation of graduate students' “three aids and one assistant” work in higher education institutions[J]. University,2021(45):1-3.
- [5] Zheng Sijia, Zheng Yuanyuan. Survey and Countermeasures Research on the Status Quo of "Three Aids and One Support" Work of Graduate Students in Local Colleges and Universities[J]. Popular Literature and Art,2018(15):231-232.
- [6] Ministry of Education. (2014) Opinions on doing a good job for postgraduates as research assistants, teaching assistants, management assistants and student counsellors.