

# Positive Research on Constructing Feedback Mechanism of the Graduate Quality

Lin Li

Dalian Jiaotong University, Dalian 116028, China.

---

**Abstract:** To rejuvenate the country through science and education, the university is an important position of China's personnel training system and a base for the production of human resources in our country. The higher education in the popularization stage has made a profound change in the employment mode of graduates, which makes the discipline structure and personnel training mode of colleges and universities adapt to the requirements of the market and society. Based on the employment situation of colleges and universities, this paper analyzes the significance, dilemma and suggestions of constructing a feedback mechanism for the quality of graduates, so as to help colleges and universities cultivate more high-quality talents.

**Keywords:** Colleges and universities; Graduate; Quality; Mechanism

---

## 1. The concept of feedback mechanism of graduate quality

The feedback mechanism for the quality of graduates refers to the adjustment and improvement of the university's talent training model, major and course offering, and enrollment scale according to the employment situation of students, the development of the workplace, and the demand for talents from employers and all sectors of society, so as to improve the social recognition of the education quality of the university and meet the social demand for talents.

Graduate quality feedback can improve the evaluation system of graduate employment, define talent training goals, and cultivate adaptable compound talents. It reflects the reserve of talent resources and the return on investment in education, promoting cooperation between schools and enterprises to train required talents. It also helps graduates enhance their employability by identifying areas for improvement in their comprehensive quality and abilities. The feedback mechanism holds practical significance for universities, governments, enterprises, and individuals constructing the evaluation index system of graduates' employment quality.

## 2.1 Constructing the feedback mechanism of graduates' quality can alleviate the reality of graduates' employment difficulties

The current situation of graduates' employment difficulties is caused by both the government and employers, as well as universities and graduates themselves, which are mainly reflected in the following aspects:

1. The number of graduates from colleges and universities is increasing, and the traditional main channel's ability to absorb them is decreasing. The lack of demand for graduates in the society has led to the imbalance of supply and demand structure. The lack of social demand for graduates leads to the imbalance of supply and demand structure.

2. Constraints of traditional employment concepts. Many graduates have no sense of competition, self-employment awareness, strong psychological dependence, etc., "waiting, relying, awarding", "not for high and not for low", this phenomenon is widespread, the contrast between employment expectations and social needs is too large, and the correct concept of employment is not established.

3. Lack of accurate and sufficient employment information with poor employment channels. Although talent exchange meetings are being held everywhere, the signing rate is not high and the results are limited due to inaccurate information provided.

4. The professional setting of the school is not fully in line with the market, some majors are in short supply, and some professional graduates are not interested.

## **2.2 Constructing the feedback mechanism of graduates' quality can purify the employment market of graduates**

There are both historical and practical reasons for the unfairness in the graduate job market. The employment system of college graduates in our country has changed from the planned economy era to the market economy era, and there is unfairness in the employment of graduates inevitably. These injustices are mainly reflected in:

1. Employment policy: All provinces and cities have corresponding employment policies when they accept graduates, which limits the employment of graduates across the country.

2. Gender discrimination: Due to physiological and other reasons, female college students, especially those majoring in science and engineering, often encounter "girls are exempt from talking" in employment, and the employment difficulty is greater than that of male students.

3. Talent consumption: Some employers take advantage of the current oversupply of graduates, intentionally raise the employment threshold, and implement high consumption of talents.

Through the construction of graduate employment feedback mechanism, gradually break the talent protection barriers between regions, rationally allocate human resources, gradually purify the graduate job market, and strive to establish a fair, just and open job market.

## **2.3 Constructing the feedback mechanism of graduates' quality can eliminate dishonest behavior in graduates' employment**

Honesty is the traditional virtue of the Chinese nation and the inherent requirement of the market economy. Dishonest behavior in employment, not only employers have, colleges and universities, graduates also have. It is mainly manifested in:

1. Some employers do not objectively and fairly introduce the relevant information of the unit when selecting graduates, fail to truthfully fulfill the various obligations stipulated in the agreement, fail to truthfully announce the position demand of the unit, and exaggerate the number and treatment of talents needed.

2. In order to improve the employment rate of graduates, some colleges and universities intentionally promote the image of students, and even hide the actual situation of some students.

3. Some graduates exaggerate their performance during school in their recommendation letters, and some even use fake documents to get by. Some graduates change jobs frequently, leaving a bad impression on employers and affecting the reputation of the university.

The construction of graduate employment feedback mechanism can detect and correct dishonest behavior early, strictly check the recruitment process of employers, educate students to establish a sense of integrity, and seriously do a good job of graduate recommendation.

## **2.4 The feedback mechanism of graduates' quality should be established to make the training goal of higher education in line with the market**

As higher education becomes more popular, training goals must align with the market to meet complex social needs. Characteristics such as diversity in starting point, social demand, training mode, and teaching methods have emerged. Construction of a graduate employment feedback mechanism can dynamically grasp employment situations, promote marketization, and improve university operation and personnel training quality. This achievement can better fulfill the goal of higher education training.

# **3. The construction path of quality feedback mechanism for college graduates**

## **3.1 Broaden access to feedback**

Improving the quality of training and employment services is the focus of colleges and universities. They should collect feedback scientifically, such as visiting enterprises and tracking employment quality surveys. Design scientific employment questionnaires, expand their scope, ensure data accuracy, and provide timely feedback for teaching reform and enrollment plans. The government should provide policy support and encourage enterprise participation and multi-party cooperation to construct feedback mechanisms

and improving quality.

### **3.2 Innovate techniques for gathering feedback**

Traditional questionnaire surveys are mainly paper-based, with shortcomings such as difficult preservation, time-consuming statistics, and errors. To overcome these limitations, colleges and universities should adopt electronic information forms for investigation and collect survey results for scientific analysis. Paying attention to longitudinal and horizontal comparison of data among different graduates and similar institutions is important. This includes analyzing overall school data, data from different majors, and calculation of all results. Such an approach saves time and resources, while improving feedback efficiency.

### **3.3 Strengthen the follow-up and investigation of graduates**

To improve the credibility of employment quality surveys, expand the scope and number of respondents. Analyze employment quality data to guide students in career choice, reflect actual employment situations, and strengthen students' cognition. Follow-up inspections should include objective investigation of work nature, salary, position promotion, performance, career development, subjective evaluation, and suggestions for improving the talent training program. Emphasize regular and planned investigations, process tracking, and analysis of graduate employment status. Understanding employer requirements for student abilities and formulating appropriate employment education content is also essential.

### **3.4 Improve the feedback mechanism of the job market**

To meet society's talent needs, the university market and social talent market should strengthen exchanges. The college market should collect employment information, guide students in career choice, and provide suggestions to improve talent training quality. The social talent market should obey government policies, predict talent demand, build employment platforms, and provide wider employment opportunities for students.

## **4. Conclusion**

Colleges and universities must serve the development needs of the country, schools, and students by improving the quality of talent training and employment guidance services, and establishing a feedback mechanism for graduate quality. Investigate employment situations, career development, and job adaptability, etc., and evaluate whether graduation requirements and training goals are met. Quality feedback improves employment rates, and facilitates interaction between schools, enterprises, and graduates to enhance feedback and overall education quality.

## **References**

[1] Liu H. Improve the establishment of the employment tracking system for college graduates [J]. Science and Technology Information, 2018,16 (33): 247 + 249.

[2] Lu LH, Huang K. Research on graduate quality tracking and feedback mechanism based on engineering education certification [J]. Modernization of Education, 2018, 5 (02): 91-93.

[3] Qi D. Construction of a two-way feedback mechanism for the employment quality of college graduates [J]. Journal of Hubei Second Normal University, 2017, 34 (09): 72-75.

[4] Qin Y. Connotation and mechanism construction of two-way feedback on employment quality of college graduates [J]. Education and occupation, 2017 (02): 65-68.

Topic

The 14th Five-Year Plan of Education Science of Liaoning Province in 2021: Research on Improving the Employment Power of College Students in Liaoning Province in the post-epidemic Era (Project No.: JG21DB092)

The first batch of projects approved by Dalian Social Science Federation in 2022: Analysis of the work path of precision employment service in colleges and universities under the New Situation (Project No.: 2022dlskzd063)

2021 Graduate Education and Teaching Reform Project of Dalian Jiaotong University: Construction and Practice of Quality Feedback Mechanism for Graduate Graduates of Dalian Jiaotong University (Project No.: 2021-6)