

Guiding Function of University Talent's Social Development in Normal Construction

Wenwen Guan ^{1*}

¹ Nanjing University of Aeronautics and Astronautics, Nanjing, CHINA

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ABSTRACT

It is the only way for social career development of talents in new normal construction to create normal development in university education and at the same time it extends the strategic transformation from university traditional thinking mode to a new level of social development. For the perspective of constitute for university educational system, the innovation and development of talent cultivation has been the topic of educational development. It also plays a key role in talent cultivation. The comprehensive construction of social guiding function in talent's development is based on the study of social personnel cultivation at universities, which takes subjective social talent as fundamental and explores micro elements of guiding function in social talent's development. Deep excavation of guiding function and usefulness provide strong development precondition for the construction of new normal developing university talent's cultivation. Through scientific construction of university education, the proportion of practical courses, social activities are gradually increasing, and therefore, university talent's cultivating mode begins to base on talents cultivation with social adaptability and highlights the effect of talent's cultivating mode on social development. It is clearer to promote social development of university talents and effectively serve for talent's social development to make social function more specific in the process of developing higher education and the role of social development clearer. The research shows that the construction for guiding role of talent's social development should stand on the basic dynamic of social development to ensure that the substantive significance of building guiding function in university talent's social development and establish specific path and method to guide talents' social value, social psychology and consciousness.

Keywords: university talent's cultivation, normal development, function and values, social guiding function

INTRODUCTION

In the new era of social development, university talent's social development constantly faces severe challenge and talents' adaptability to the rhythm and direction of social development requires improving guiding function of social talents' development from university education. For this, higher education must adhere to the continuous innovation of development concept in normal development of university education (Evans, 2015; Hu, 2015). Based on subject of talent society, deepen the specific function and role guided by social talents' development, explore the guiding methods of development for social value and social function and urge social environment and resource elements to become essential elements of construction of university talent's social development. In accordance with the specific requirements for developing university education to build new social mechanism of talents cultivation; based on the basic characteristics of social economy, culture and human development to allow personnel to form corresponding social psychological development when facing different stages of social development, from which there are corresponding regulatory between social value of university and social development. So that the social guiding role of university talent can be highlighted and optimization and transformation in ideological foothold of

Contribution of this paper to the literature

- The relevance of data research for providing a basis for further detailed analysis.
- Detailed discussion and directly achieve the point of the paper.
- Research on guiding function of university talent's social development, putting forward suggestions with strong practicality.

talent's social development; new demands for overall establishing talent's social psychology of university education can be satisfied and the final aim of correct direction for comprehensive cognition of talent's social ideology given by university education can be achieved (Heaney, 2016; Huo, 2015; Han, 2016).

REVIEW OF RESEARCH STATUS

Study abroad found that in the course of overall development and planning of social guiding function of university personnel, deep excavation for talent's social guiding function will fully express service in social guiding function. While in comprehensive exploration of service, the basic function of society serving for society can be taken as the key elements of talent leading society. The reason is that the new requirements for talent's future social development can be real-time transmitted (Khand et al., 2015), which allows the direction of talent's social development and social development consciousness to be timely optimized and transformed. Therefore, university education is the carrier providing seamless connection between society and talents. Social guiding function can be fully embodied in talent society and the function as well as values of talent's social development can be maximally excavated (Liu, 2016).

In the course of normal development in domestic universities, the key to break through the shackles of traditional development lies in thorough analysis of talent's social subjectivity to urge talent to become the core of social development and to achieve all-round development of functional talents (Liu et al., 2015). As basic direction of new normal construction of university talent's social development, this is also the basic path to explore guiding function of university talent's social development. Domestic scholars have proposed that adhere to starting from talent's social development can guide functional building usage and values of university talent's social development (Liu et al., 2015). We should promote the active transformation of subjective ideology in university talent's social development and innovative breakthrough in construction of social guiding function, meet the new requirements for talent's social development and realize more specific directional guidance, be in line with the environment of time development and obtain scientific characterization from guiding function of talent society (Wang, 2016; Xu, 2015).

METHODS

Taking the guidance of talent's social function as a goal, university education specifically optimizes talent's social psychology as well as comprehensively and deeply explores the values and functions of talent society. Stand on the effect of university education on talent's social development to improve the directivity of education system itself and taking the opportunity of the fundamental forms in social development to adjust cognitive psychology formed by values and ideology of talent's social development, from which, social cognitive thought and psychology in talent's development can be strengthened (Wu et al., 2015). Changes in direction of strategic cultivation of university talent realize a specific guiding process in the level of social talent and optimize awareness of talent's social development to make practical and compound talents cultivation gradually become the new situation of social development in university education (Zheng, 2016). In the view of social function, the basic foothold of university educational development is embodied bidirectional service function of talents and society. From the perspective of university talent, the service function of university education is an effective guiding process of the concept for talent's social development and conscious guiding process for overall development of talent's social responsible consciousness. For the perspective of social development, service function of university education is the comprehensive development in talent's adaptability to widely spread the basic pattern and requirements of social development, so as to provide a broader platform for the correctness of university talent's social development. The point is to explain the service functions of talent's social development.

This paper constructs a fuzzy model of guiding function in university talent's social development and studies new normal performance of functional guidance in university talent's social guidance.

RESULTS

For the research on guiding function of university talent's development in normal construction, first of all, this paper sets up the fuzzy factor set of guiding function in university talent's social development $U =$

Table 1. Partial Correlation between the Functional Guidance and the New Normality of University Talent’s Social Guidance

Control Variables		MSR	Z performance
H5& H1& Debt & Size & Constitution	MSR	Correlation	1.300
		Significance (2-tailed)	.
		df	249
	Z performance	Correlation	0.031
		Significance (2-tailed)	0.326
		df	249
		0.061	0.148
		0	249

$\{u_1, u_2, \dots, u_n\}$, and the guiding functional set $U = \{u_1, u_2, \dots, u_n\}$. Weight set accounted by factors is $W = \{w_1, w_2, \dots, w_n\}$, satisfying $\sum_{i=1}^n w_i = 1$, where w_i is weight corresponding to factor i .

Stipulate λ_{ij} as fuzzy membership of guiding function in university talent’s social development, i.e. the degree that u_i is subordinate to guiding functional set s_j , ($i = 1, 2, 3, \dots, n$). Membership matrix λ can be expressed as:

$$\lambda = \begin{pmatrix} \lambda_{11} & \lambda_{12} & \dots & \lambda_{1m} \\ \lambda_{21} & \lambda_{22} & \dots & \lambda_{2m} \\ \dots & \dots & \dots & \dots \\ \lambda_{n1} & \lambda_{n2} & \dots & \lambda_{nm} \end{pmatrix} \tag{1}$$

Then, reflect matrix of guiding function in university talent’s social development is C^T :

$$C^T = \begin{pmatrix} -n, -n-1, \dots, -1, 0 \\ 1, \dots, n-1, n \end{pmatrix} \tag{2}$$

From the above formula, we can get the partial correlation between the functional guidance and the new normality of university talent’s social guidance, as shown in **Table 1**.

As is shown in **Table 1**, the level of significance probability in both partial correlation coefficients passes 0.05 of significant test, which has statistical significance. In order to further demonstrate relative relationship between functional guidance and new normality of university talent’s social guidance, through analysis, specific performances are as follows:

Psychological effect of service function guided by society on talent’s social development. In the service function guided by society, there are two points: first is the above mentioned one word “function” and second is “guidance”, that is, environmental guidance and resource guidance. Environmental guidance focuses on dynamic environment of social development, the intangible guidance proceeded in the level of social environment through construction of university talent’s cultivation mode. While resource guidance refers to fully penetration of tangible resources into awareness of talent’s social development to gradually realize the transmission from the application of tangible educational resources to intangible awareness.

Guidance Formation of Function in Social Guidance to Talent Society. The specific mode of university talent’s cultivation emphasizes the function of social guidance to promote that the subjective consciousness and psychology of university talent’s social development forming accurate guidance and to realize that talent’s professional development confronts to main trend of social development of the times. For construction of social guidance, it mainly contains two factors: for one thing, actively guide talent’s social psychology and for another thing, actively optimize the direction of talent’s social development. In the correct guidance of psychology, it emphasizes the subjectivity of talent’s social development, whose social application value and social functional value should determine the promotion formed by social development.

Optimizing the Values of Talent’s Social Development by Using Social Development Guidance. In the process of strengthening the functional development of guidance, development factor should include three aspects: first is social guiding factor, which reflects the process of systematic guidance in promotion of talent society and social function. It allows university talents clearly recognize whether self development complies with the basic direction of social development of the times; second is the factor of guidance in social value, which mainly expresses optimization of cognitive psychological value existing in talent’s self social development. It allows university talent effectively realize whether self social development can push social development; the last is guiding factor of social adaptability, which mainly extends the guiding process of university education to talent’s social adaptability. It makes university talents produce corresponding guidance to specific adaptability of social developing environment.

Optimization of Concept for Talent’s Social Development Pushed by Direction of Social Guidance. In guiding construction of university talent’s social development, it emphasizes the directional function and forms the accurate guidance to the direction of talent’s social development. The consistence of subjective initiative of talent’s social development with the direction of social development of the times can promote maxim excavation for values of social development. Starting from this level, the basic elements university talent’s cultivating mode and

construction of educational system reflect specific direction of social guiding function, break through professional mode of traditional talent cultivation and strengthen the influence of the factor in social development on talents.

DISCUSSION

For the new requirements of normal development in university education, comprehensive strengthening social guiding functions of university talent is the key to innovate normal development. Beginning with the idea, gradually improve the service function of university talent's social guidance to express a new developing trend of efficient education to society. In the construction of service function guided by society, taking service for talents as starting point to comprehensively strengthen talent's social function and constantly intensify university talent's adaptability, practice and research function and then, social function will be gradually enhanced. The cultivation of university talent faces a new direction of professionalization and socialization, which puts forward new demands for talent's social adaptability. For social adaptability of university talent's development, this paper mainly reflects whether talent has accurate cognitive psychology for the trend of social development, which has direct effect on the tendency of talent's social development and decision of social development. From the perspective of normal development, the guiding function of university education to talent's social development should be based on the comprehensive intensification. Through specific analysis and excavation of the development factors in guidance, we can establish bidirectional function of guidance and leading in talent's social development. This is the basis for scientific transformation of talent's cultivation mode in university and the construction of educational system, which positively cultivates the subjective awareness of talent's social development.

CONCLUSION

Under the basic background of normal development in university talent's cultivation, it puts forward new requirements for social function and guidance in talent's cultivation, which is the only way to realize normal development in university talent's cultivation. The overall construction of guiding function of university talent's social development is to explore social factors in the mode of talent cultivation. And then, specific path and method guided by talent's social value, social psychology and awareness can be determined. Through exploring the function, value and effect guided by the society, we can conclude that the construction of guiding function in talent's social development should stand on basic dynamic of social development. Based on this, the requirement for talent's social development should be clear to ensure the substantive significance in construction of guiding function in university talent's social development.

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