Research on the Experimental Design of College Students' Career Planning Evaluation

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Abstract. College students' career planning is an important link for college students to understand themselves, make learning plans and seek career development. Starting from this goal, the design of this experiment makes full use of modern computers and information management systems. Through man-machine experiments, it evaluates college students' talents and basic management qualities, so that college students can understand their own personality traits, ability tendency and basic management qualities, and help college students to recognize themselves, interpret their occupations, accurately locate and target, thus making career planning well.

Introduction

Career planning for college students is a common course in Chinese universities. Through theoretical study and practical training, it guides students to make systematic planning for their study during college and future career work.[1] Whether or not college students have made plans for their career, and whether the plans are good or bad, will have an important impact on college students' study, and will certainly affect their job hunting, employment and future career development. In a narrow sense, the career planning during college is mainly to prepare for future job hunting, employment and career development. It is the preparation stage of college students' career. In this stage, systematic study and practical training are particularly important.[2]

To do a good job in career planning, one should first know oneself, understand one's own character, temperament, ability, interest and expertise, give oneself proper cognition and orientation, find out what one is suitable for and can do, and thus determine the general direction and scope of career choice. Secondly, it is necessary to establish professional values, that is, to define the issues that one attaches most importance to in one's career. Is the job oriented to make money, or to have a good career development space, or to accumulate experience and skills for future long-term development? Only by clarifying the objectives and value orientation of the stage can a relatively clear job-seeking direction and objective be established. The purpose of this experiment design is to start from college students' self-cognition and orientation, through a series of systematic tests, to enable college students to clearly understand their own personality traits, ability tendency and basic management quality, and to make adaptation by comparison with their initial professional intention, so as to make career planning well, to cultivate, improve and improve their personality, knowledge, ability and quality matching with their professional positions in a targeted way, and to lay the foundation for a successful career in the future.

The Overall Goal of the Experiment

In this experiment, the theory and method of talent assessment are applied, and through the talent system test, students can understand their own personal characteristics, ability tendency and professional orientation, and through the basic management quality assessment, students can understand the basic quality required to engage in management work.
Tasks and Requirements of Experimental Teaching

The main task of this experiment is to help students master the knowledge of talent evaluation, improve practical skills, use the evaluation results, and make career planning.

Students are required to use the talent assessment system to conduct personal trait tests and have a comprehensive and objective understanding of the individual's thinking style, interpersonal communication, personality maturity, personality characteristics, etc. Ability tendency test can be carried out by using the talent evaluation system, which is expected to have high predictive validity for students' learning ability and work performance. And the test can use the civil service quality evaluation system to conduct self-evaluation, have a preliminary understanding of the basic requirements for management work, and analyze their own achievements to understand their own ability tendency.

Experimental Methods and Basic Requirements

Test on the computer, form a test report, analyze and discuss the test report, and propose improvement plans.

Experimental Project Setting

The experimental project setting is shown in table 1.

<table>
<thead>
<tr>
<th>Name of Experimental Project</th>
<th>Project 1</th>
<th>Project 2</th>
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<tbody>
<tr>
<td></td>
<td>Personal trait test</td>
<td>Aptitude test</td>
<td>Basic management quality evaluation</td>
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<tr>
<td>Summary of the Experiment</td>
<td>This paper introduces the most classic personality tests, including MBTI Typology Test, Cattell 16PF Test, Eysenck Personality Test, and Beisen Zhiwei General Talent Selection Assessment, which have a comprehensive and objective understanding of individual's thinking style, interpersonal communication, personality maturity, personality characteristics, etc.</td>
<td>Based on the classical competency model, the test subjects' reasoning ability in speech, numbers, graphics and abstraction, their understanding of speech, numerical calculation, data analysis, spatial perception and thinking strategies were investigated. The ability test has high stability and high predictive validity for the learning ability and work performance of the subjects.</td>
<td>Using the civil service quality evaluation system to conduct self-evaluation has a preliminary understanding of the basic requirements for management.</td>
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<tr>
<td>Experimental Hours</td>
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<td>2</td>
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<tr>
<td>Type of Experiment</td>
<td>Verification</td>
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<td>Compulsory</td>
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Experimental Design

Personal Trait Test

Definition of Personality

According to the theory of personality traits, personality refers to the individual's personality characteristics and tendencies, and is the stable thinking mode and behavior style of individuals in long-term and different situations. The theoretical model of personality traits is shown in Fig. 1.

16PF Personality Trait Test

16PF is 16 personality factors established according to Cattell's personality trait theory. Each factor is independent of each other and has very little correlation with other factors. These factors
reflect a person's unique personality which is different from others, as well as the occupation which adapts to this personality. The 16PF Personality Trait Test adopts a self-reported scale, which is highly structured and easy to answer. It can objectively evaluate scores and interpret results. This test is a commonly used method to evaluate personality traits of observers over 16 years old. This method can be used for all kinds of personnel tests. There are no special requirements on the gender, age, occupation, level and education level of observers. For example, the dimension of “Gregariousness” reflects the level of enthusiasm towards others. High-grade occupations are suitable for salesmen, business managers and teachers, while low-grade occupations are suitable for researchers, artists and writers.

**Experimental Purpose**

Through this experiment, students have a comprehensive and objective understanding of their personal characteristics, interpersonal relationships, decision-making ability, social adaptability, work style and other aspects of quality.

**Experimental Principle**

Personality is also called personality, which refers to the individual's personality and tendency, and is the stable thinking mode and behavior style of the individual. Personality traits are closely related to the individual's work style and performance, and have an important impact on the individual's communication style, understanding of things and working methods in the organization. Personality trait tests include 16PF test, intelligence test, MBTI test and EPQ temperament scale.

The latest research in human resources and management science points out that different organizations and different positions have different requirements for the quality of personnel in various aspects, and personality traits correspond to certain occupations. Therefore, the organization should inspect the personality traits of candidates according to the personality requirements matching each post, so as to realize the “person-post” matching and improve the effectiveness of recruitment to the greatest extent.

**Experimental Contents**

Using laboratory experiment time, complete 16PF personality test, form test report, analyze and discuss the test report, understand one's own personality traits and suitable occupation, and think about how to do when personality traits are inconsistent with one's ideal occupation. Is it to choose a suitable occupation according to one's own personality traits, or is it to cultivate personality traits that match one's occupation in order to seek an ideal occupation?

**Aptitude Test**

**Definition of Capacity**

Ability is a personality psychological characteristic that can successfully complete an activity or task and has a direct impact on the efficiency of the activity or task. Ability is reflected in one's activities or work tasks. Any activity or task needs certain ability to be completed. A person's ability
tendency in one or several aspects will have a direct and far-reaching impact on his career development. [5]

**Capacity Dimension Composition**
Beisen Ability Test is a comprehensive ability tendency test based on the theory of ability factors, intelligence structure model and group factor theory. It mainly inspects the tester's reasoning ability in speech, number, figure and abstraction, the ability to understand speech, number calculation, data analysis, spatial perception and thinking strategy (Fig. 2).

**Experimental Purpose**
Through experiments, an evaluation report is formed, and the scores, grades, positions and meanings of various abilities of the evaluators are interpreted in detail, so that students can understand their own ability level, can clearly know the relative strength of their various abilities, and can carry out targeted ability improvement planning in combination with future job-seeking intentions.

**Experimental Principle**
Psychological research shows that ability is a personality psychological characteristic that can successfully complete activities or tasks and has a direct impact on the efficiency of activities or tasks. If a person can solve a problem or complete a task quickly and with high quality, we say that the person is capable. The ability of an individual is closely related to the professional work he is engaged in. The strength of an individual's ability in different dimensions corresponds to his suitable occupation. When an organization recruits personnel or adjusts positions, it will require the candidates to have the ability matching the positions according to the nature of the positions. [6]

**Experimental Contents**
Using laboratory experiment time, choose 2-3 ability dimensions to complete the experiment test, form the test report, and analyze and discuss the test report. Other dimensions use after-school spare time to complete the test report, form the test report, and conduct self-analysis on the test report to understand one's ability tendency, and make comparative analysis with one's professional intention, and consider how to cultivate and improve one's ability tendency.

**Basic Management Quality Evaluation**

**Meaning of Basic Management Quality**
The basic management quality is the basic quality required for basic management work, including the ability of perception speed and accuracy, quantitative relation understanding, speech understanding and expression, data analysis, judgment and reasoning, etc.

**Experimental Purpose**
Through experiments, an evaluation report is formed, the scores of each ability of the evaluator are interpreted in detail, and the evaluation results are analyzed horizontally and vertically, so that students can understand their basic management ability level, can clearly know the relative strength of each ability, and can carry out targeted ability improvement planning in combination with future job-seeking intentions.

**Experimental Principle**
The administrative vocational ability test mainly evaluates the basic quality and ability requirements of candidates closely related to basic management work, with wide test range, large amount of questions and stable questions. The test is mainly conducted from five relatively independent aspects of perceptual speed and accuracy, quantitative relationship understanding, speech understanding and expression, data analysis, and judgment and reasoning, including three test forms of text, graphics, and numerical tables, all of which are objective questions.

**Experimental Contents**
Take a test paper or test question in the system as an example to evaluate, understand the content of basic management quality evaluation, and analyze their own results to understand their basic management ability tendency.
Summary

Career planning plays an important role in college students' study and future job hunting. To do a good job in personal career planning, college students must first have a clear understanding of their own personality traits, ability tendency and basic management quality, be able to know their own advantages, disadvantages, specialties and deficiencies, and then formulate targeted plans for personality cultivation, ability improvement and quality improvement. Career planning evaluation experiment is a useful tool to help college students understand personality traits, ability tendency and basic management quality. Scientific and advanced experimental system can objectively and accurately evaluate the status quo of college students' personality traits, ability tendency and basic management quality, and give quantitative results such as scores, grades, ranking, and verbal descriptions such as text interpretation in different dimensions. Therefore, it is very important to design a series of experiments with solid theoretical foundation, advanced technology, easy operation, objective results and strong practicability.

Based on the above ideas, this experimental design selects two evaluation systems from several related evaluation systems, Beisen human resources evaluation Teaching System and Austrian Civil Servant Examination Simulation System, and respectively carries out three experimental items of 16PF test, aptitude test and basic management quality evaluation. After several years of practical application, the test results are generally objective, true and accurate, and have achieved satisfactory experimental results. In practical application, according to the number of experimental hours, the number of in-class hours for each experimental project can be flexibly set. Generally, only 2 hours are required for an experimental project. For experimental projects with a large number of sub-projects, one or more sub-projects can be selected in class, and the other sub-projects can be completed after class. For projects that take a long time, the number of questions or the types of questions can be simplified so that the set projects can be completed in class.

References


