Research on the Development Needs of Young Postgraduate Tutors in Colleges and Universities in the New Era

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Abstract. Young postgraduate tutors of the colleges and universities is a potential for the future development of the school strength, at the same time they also shoulder the important task of leading generation of postgraduate innovation, therefore, to understand the needs of the development of young postgraduate tutors cultivate their positive work attitude and good work ability, improve their comfort level for the work, and strengthen the focus on their health of body and mind development, is the only way for school development and progress. In this paper, the development needs of young postgraduate tutors in universities and colleges are understood through questionnaires, and corresponding suggestions are put forward, in order to enhance their happiness in work, and contribute to the growth of faculty and the construction of "double first-class".

Introduction

The proportion of young postgraduate tutors in the teaching staff of colleges and universities cannot be ignored. Their healthy development is closely related to the future development of colleges and universities and the construction of campus culture. Young postgraduate tutors are the future and hope of the "double first-class" construction of colleges and universities. In recent years, our party and country attach great importance to the team construction and development guidance of young postgraduate tutors in colleges and universities. Through relevant research and analysis on the ideological and political, physical and mental health, growth needs and existing difficulties of young postgraduate tutors, this paper helps colleges and universities to further understand their characteristics of the new era at all levels, so as to build a platform for communication and feedback and a good development environment for them[1].

Research Contents

This paper takes the form of questionnaire research, according to the obtained conclusions form of interview and discussion, set up scientific research, life, body health problems, take the young postgraduate tutors under 40 years old of some university as the investigation object, 60 questionnaires were randomly distributed, with the actual effective number of questionnaires being 60 and the effective rate being 100%. After the survey, the information obtained in the questionnaire was collected and counted.

Investigation on the Basic Information of Young Tutors

We divided the age of young tutors from 25 to 40 into three equal parts. As can be seen from figure 1, among the young tutors who filled in the questionnaire, 36.67% were 25-30 years old, 28.33% were 31-35 years old, and 35% were 36-40 years old. From the above results, it can be known that the respondents in this survey are evenly distributed in all age groups, so this survey can get the needs of tutors in different age groups, and the results are representative.
Investigation on Overtime Work of Young Tutors

We made statistics on the overtime hours of young tutors in the school every day, and the result is shown in figure 2. As can be seen from the information in the figure, more than 4 hours of overtime work for young tutors in the school accounts for the largest proportion, 38.33% of young tutors work more than 4 hours of overtime every day, and the second and third largest proportion work two and three hours of overtime, respectively accounting for 23.33% and 18.33% of the total number. If we take two hours' overtime work as the standard of serious overtime work, 88.33% of the young tutors under the age of 40 in the school are troubled by overtime work.

Investigation on the Health of Young Tutors

Figure 3 shows the data of weekly physical exercise in this survey. It can be seen from the figure that 55% of young mentors never take part in physical exercise. As can be seen from the figure 3, with the increase of exercise time in the choice, the number of people who choose this item decreases in order, that is, the two are negatively correlated. Only 1.67% of those who managed to get five hours of physical activity per week. It can be seen that the physical exercise time of young tutors in this school is seriously insufficient, which is unfavorable to the health of tutors.

In addition to the survey on physical exercise duration, we also surveyed the satisfaction of young tutors with their own health conditions. As shown in figure 4, 33.33% of the respondents rated their health status as failing, while 53.33% considered their health status to be within the range of 60-80 points. It can be seen that most of the young tutors in the school hold unsatisfactory or barely satisfactory opinions about their health conditions. The results of the above survey on the length of physical exercise per week are consistent with the data obtained in the question, which
indicates that the school should take some measures to improve the current situation in view of the physical health of tutors.

**Investigation on Pressure of Young Tutors**

Investigating the pressure of young tutors is the most important part of this paper, which can best reflect their needs and point out the priorities of school work in the future. In this part, we selected ten aspects that may be under pressure in work and life, in order to comprehensively and intuitively reflect the pressure situation of young tutors in the school from the survey results, as shown in figure 5.

First of all, in terms of the pressure of being single, 71.67% of the respondents chose the "no pressure" option, so it can be seen that the young tutors in the school have no great difficulty in marriage in the future. While only 6.67% said they were stressed, only 15% said they were not, and 36.67% chose the "stressed" option. This shows that in the group of young tutors in the school, the ability to deal with interpersonal relationship has a great difference within the group, and for those who are under certain pressure in dealing with interpersonal relationship, they need external help and guidance. In terms of teaching tasks, only 18.33% of the respondents thought they were under great pressure, and the total number of those who chose general pressure and no pressure reached 56.67%. In terms of research tasks, 35% chose the "very stressful" option, while 31.67% chose the "very stressful" option. As a major part of the daily work of most tutors, the pressure of teaching task and research task is also the main pressure that tutors encounter in their daily work. As can be seen from the survey results, tutors generally believe that the research task is more stressful than the teaching task. In addition, in terms of work, 60% of the respondents think there is a lot of pressure in professional title evaluation, while only 8.33% think there is no pressure in professional title evaluation. This is also a major source of stress for teachers on the job, in addition to daily teaching and research. In terms of life, 46.67% of young teachers said they were under great pressure in economic aspects, 33.33% of young teachers thought they were under great pressure, 18.33% thought they were under average economic pressure, and only 3.33% thought they were under no economic pressure. It can be said that economic pressure is the most common pressure for young tutors. Most people are under great economic pressure, and the housing pressure directly reflects the economic pressure. 31.67% of respondents think there is great pressure on housing, and 30% choose "great pressure". Health problems mentioned above have also become one of the main sources of stress for young tutors. 33.33% of the respondents think they are under great pressure to ensure their health, while 40% think they are under great pressure, and only 3.33% think there is no health pressure. In addition, in terms of time and energy, 51.67% of the respondents think they are under great pressure, 35% think they are under great pressure, 13.33% think they are under average pressure, and no one thinks they are under no pressure. This is a problem that is directly related to work stress. Stress in terms of time and energy can also indirectly reflect work stress. As can be seen from the survey results, it is very common for the young tutors in this school to have great pressure in time and spirit due to the pressure in work. In terms of confusion and pressure of future development, 53.33% of the respondents said they were under great pressure, 26.67% said they were under great pressure, 18.33% said they were under average pressure, and 3.33% said they were under no pressure. It can be seen from this result that among the young tutors in this school, there are not a few people who have some doubts about the future development.
Collection and Investigation of School Suggestions

In addition to understanding the current situation of the young tutors themselves, this paper also takes the tutor as the starting point to evaluate the future work of the school, hoping to draw the measures that young tutors need the school to take, and also hoping to provide reference for the future work of the school. The survey results are shown in figure 6.

As can be seen from the figure, among the measures that the school should take, the top two are to improve the salary treatment and the supporting reward mechanism, among which 91.67% choose to improve the salary treatment. Both of these are from the perspective of salary, which shows that the current economic pressure has indeed exerted a great influence on young tutors. In addition, young tutors teaching and scientific research platform and rich entertainment activities have 50% chose, 41.67% of people want to be able to have off-campus refresher training, 40% of people want to be able to strengthen young tutors mental health services, 25% of people hoping to match tutor for young tutors, 23.33% of people want to be able to in the pre-service training vocational ability.

Research Results of Characteristics of Young Tutors

Lack of Work Experience

As a newcomer in the workplace, young tutors are directly transformed from students to teachers. This change of identity makes young tutors need to adapt to the process and guide them to help them out of difficulties.

High Enthusiasm and High Pressure

Can be seen from the results of the above, the young tutor's overtime hours are long, they will be devoted to their work a reflects the determination and passion for work, but also shows that the young tutors in just enter jobs will take a lot of stress at work, at the same time, most people think their pressure in teaching and scientific research, also confirms this point.

Great Economic Pressure

In the survey, the vast majority of people believe that your current bear the larger economic pressure, and almost everyone wants to be able to have certain improvement in their benefits, suggesting to young tutor's current wages to bear the cost of the life by certain difficulties, with larger economic pressure on young tutor[2].
No Time to Pay Attention to Physical Conditions
The survey results show that most young tutors have no extra time to devote to physical exercise, and on the whole, young tutors are not satisfied with their physical condition, which is related to their heavy work load.

Thinking and Suggestions
Through the questionnaire, we have preliminarily understood the demands of young tutors in work and life of the school. According to the results of the survey report, we summarized and put forward several Suggestions for the work of colleges and universities.

Strengthen Humanistic Care and Increase the Sense of Belonging of Young Postgraduate Tutors
Material conditions are the foundation of life, and the guarantee of tutors' material life mainly comes from school. With the rapid development of national economy in the past 40 years since the reform and opening up, people's living standard is constantly improving, and the economic income of all walks of life is also constantly improving. However, as an important participant in national construction and an important promoter in the process of improving people's cultural level, young tutors have a certain economic pressure when facing the consumption level of modern life before they have a long working experience and a high position. Therefore, colleges and universities should adopt some new measures in the treatment and reward mechanism of young tutors, so as to appropriately reduce the economic pressure of young tutors, and make the income of young tutors correspond with their working ability, so that capable young tutors can solve the economic problems in advance. And the school trade union should also play its role, to ensure that the living conditions of staff and family circumstances have enough understanding of the situation, and in the staff encountered the corresponding problems to help. Within the scope allowed by the policy, the school trade union should establish a living guarantee system for the staff, help the young tutors solve the practical problems in life, such as medical treatment and housing, so that the staff can be free from worries and devote themselves to the study and work, and make them willing to participate in the work[3].

Integrate Campus Resources and Increase Efforts to Serve the Growth of Young Tutors
Due to the lack of rich teaching and research experience, young tutors may reduce their work efficiency or lose interest in work due to the problems caused by lack of experience. Therefore, schools should take appropriate measures to help young tutors overcome these difficulties as soon as possible, so that they can go into work faster and better. Therefore, the school can train teachers before they enter the job, so that they can have a certain understanding of the future work in advance and reduce the confusion and confusion in the early work. In the early stage of entry, a tutor will be assigned to provide help and share experience, so that young tutors can adapt to the work content as soon as possible and improve work efficiency. Build a platform for young tutors to exchange teaching and scientific research, so that tutors can communicate with each other, learn from each other, share experience and make progress together. At the same time, efforts should be made to establish a flexible and humanized management system to actively respond to the appeal of young tutors.

Pay Attention to Physical and Mental Health, and Effectively Channel the Psychological Pressure of Young Tutors
According to the survey results, most young tutors work too long, resulting in insufficient spare time, which leads to insufficient time for physical exercise and affects their health, which is a hidden danger for the long-term development of the school and their tutors. Just enter jobs young tutors, not only should bear the obligation to support their parents, but also undertake the task of a family, these tasks are brought about by the economic pressure, and teaching and research, title selection pressure work are easy to bring the negative mood and anxiety, and bad influence on their
mental health. Therefore, colleges and universities should strengthen the construction of physical and mental health of young tutors, so that tutors can relax their mind and face their work with a healthy body and mind. First of all, the school should properly reduce the work pressure of young tutors, reduce the pressure and anxiety caused by long-term overtime work; In order to solve the possible mental health problems of tutors, the school can establish the relevant institutions of mental health education and counseling for young tutors to provide psychological counseling for tutors, and solve various psychological problems including work pressure and interpersonal relationship[4]. At the same time, in order to improve the mentor's physical health, the school should invest appropriate funds, increase the physical exercise facilities in the school, and create sufficient physical activity areas and good conditions for them.

References