

# *Cultivation of Craftsman Spirit in Employment and Entrepreneurship Education in Colleges*

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**Keywords:** Higher vocational education, Craftsman spirit, School-enterprise cooperation, Combination of work and study

**Abstract:** The spirit of craftsmanship actually refers to a professional spirit, which reflects the working attitude of employees from three aspects of morality, quality, and ability. It is another embodiment of their values and outlook on life. For example, love and dedication, down-to-earth, excellence, innovation and creativity are the essential connotations of craftsmanship. Many educations in the society reflect the spirit of craftsmanship, and this article only focuses on the craftsmanship in higher vocational education. The cultivation is discussed for reference only.

## **1. Introduction**

In recent years, with the improvement of China's comprehensive national strength, professionalism has also attracted the attention of government departments such as craftsmanship. The craftsman spirit is an important professional ethics. The country upholds the important concept of "development is most important" and vigorously develops science and technology. However, while developing science and technology, it also pays special attention to the craftsman spirit. As we all know, the fundamental reason for the development of productivity is the support of talents and technology. If we want to develop productivity, we must first cultivate high-quality talents. Craftsmanship is an essential and important part of cultivating talents. National leaders have also repeatedly put forward the slogan "Rejuvenating the country by talents and making the country strong by science and technology", which fully demonstrates that the country attaches sufficient importance to cultivating talents in high-tech industries and provides a good way to cultivate talents such as relax policies and formulate relevant laws and regulations. The government has invested in work and other measures to cultivate technical talents with noble "craftsman spirit".

## **2. Interpretation of "Craftsman Spirit"**

1) The so-called "craftsman" actually refers to people who have a skill in a certain field, which is what we call technicians and masters in modern times. They focus on a certain field and in-depth research on products in this field. There is a meticulous work attitude towards products in this field. A person with a high-tech craftsman spirit often accepts people's respect and love in this industry. This spirit is also an excellent tradition of Chinese nation since ancient times, whether it is the originator of craftsman-Lu Ban, master craftsman of Sui-Yu Wenkai, or our current father of

Chinese Tianyan-Nan Rendong, and representative of Chinese craftsman spirit-Hu Shuangqian Wait, they are all an indelible part of our Chinese spirit. To some extent, the craftsman spirit has experienced thousands of years of accumulation and inheritance.

2) Some people say that “being virtuous and talented is genuine, not virtuous and talented is waste, talented but not virtuous is defective, and talented but not virtuous is dangerous.” This sentence is also true for the craftsman industry. Imagine that if a talented person has a low personality and low quality, then he is harmful to the society and the people. There is such a story that a Jew once saw gas chamber was built by engineers, children were poisoned to death by knowledgeable doctors, and women and children were shot and killed by trained soldiers in a concentration camp. So after he finally escaped, he uttered “I doubt education”. Yes, education promotes the progress of human society, but it also harms mankind in wars. Another example is the “Sanlu Milk Powder” incident that attracted the attention of all parts of the country. At that time, thousands of children lost their lives, health and complete lives. Who was responsible for them? These piles of things have made people more deeply aware of the dangers of “talented people without virtue”. Therefore, we should have a correct understanding of the craftsman spirit and understand the two sides of the craftsman spirit.

### **3. Historical Inheritance of “Craftsman Spirit”**

Chinese culture has a civilization history of five thousand years, and our craftsmanship also has a long history. It can be seen from these that our current craftsmanship is inseparable from our civilization. From the famous craftsmen in ancient times to the outstanding craftsmen such as Hu Shuangqian, Gao Fenglin, Zhang Dongwei, etc., we can see from them that they are seeking truth from facts, striving for perfection, perfection, superb craftsmanship and so on. The miracle they left us is amazing and won the praise of the people of the world.

### **4. Reasons for the Lack of Cultivation of “Craftsman Spirit” in Higher Vocational Education**

3.1 We all know that vocational colleges cultivate technical talents for the motherland, and the “craftsmanship spirit” has become the most noticeable and fancy part of the schools and the country in training talents. Industrial transformation also most needs these craftsmanship, which are all for the country's economic development. Vocational colleges are divided into secondary vocational and higher vocational schools. While cultivating talents in these colleges, schools should also focus on the improvement of quality rather than just seeking efficiency.

At present, in our society, there are still not paying attention to the training of higher vocational and secondary vocational colleges, and even discriminatory attitudes towards some students of these colleges. They feel that these children are not as good as the knowledge reserves and learning attitudes of college students.

3.2 In today's society, people all start from interests and advocating money. Few people can be pure-hearted and have no desires. This is understandable. Due to the excessive pressure in life now, simple ways can no longer satisfy people's high pursuit of material life and culture. It can inevitably makes people feel a little impetuous and unable to calm down and treat their work in a down-to-earth manner. Those who start from the small things around them, take their work steadily and seriously always think about changing jobs. The eagerness for quick success will always bring bad effects. It cannot let us see the beauty of life and we cannot slow down, so as to affect the profession of teachers, resulting in lack of “craftsmanship spirit” in higher vocational education. The lack of teachers, the inadequacy of teacher abilities, and low quality are all the ultimate reasons for the low quality of higher vocational education.

## 5. The Value Choice and Path for the Cultivation of “Craftsman Spirit” in Higher Vocational Education in China

4.1 I believe that the ultimate goal of cultivating students in higher vocational and secondary vocational colleges is not to cultivate “production machines” for the society, but to uphold the concept of cultivating qualified craftsmen for the country's economic transformation. Only by this way can we cultivate people who are useful to society. According to the report, generally, in higher vocational and secondary vocational colleges, tutors or class teachers have full authority to manage students, and those skill training teachers who impart knowledge to students can only be seen during lectures. The students often just sit in the classroom and listen to the theoretical knowledge taught by the teacher, without practicing. We all know that “practice is the only criterion for testing truth.” If we want to have a good teaching effect, we must try to practice. Only in this way can we know whether the knowledge we have learned is suitable for use in practice, and can reasonably use the knowledge we have learned.

However, the teacher only instills knowledge in students and does not give students many practical activities at present. This not only reduces students' interest in learning and not conducive to students' concentration, but also does not have a good teaching effect. The unscientific way makes the teacher very hard and it is not conducive to the emergence of students' innovative ability. As the saying goes, “Interest is the best teacher for children”. This is also true for children in higher vocational colleges. Teachers should let students find themselves in their interests, cultivate their basic learning abilities, and let students discover their own inventions in fun classrooms. And teachers need to do a good job of guiding this ability, let students receive education subtly under the correct guidance, and integrate the connotation of the craftsman spirit into the students' thinking. So the craftsman spirit can be deeply integrated into the students' ideas. It can contribute to the motherland and society. What's more, it can make outstanding contributions to development and industry upgrading and let them become pillars that benefit the motherland and people.

4.2 The ways to cultivate this kind of talent are following. First, find ways to improve the status of craftsmen in society, so that the society can accept and respect them. Cultivating technical and skilled talents is the ultimate goal of higher vocational education. Second, the government strengthens the training of craftsmen in the corporate culture and strengthens the training of corporate craftsmen. We need to keep in mind the concept of “lifelong learning”, and learns from some outstanding companies to cultivate talents. In addition, it's necessary to strengthen technical and cultural exchanges between enterprises. What's more, we can cultivate employees' professionalism of love and dedication, so that employees can experience the happiness and satisfaction of “doing one line and loving one line”. This method not only establishes the image of the company among employees and reduces the rate of employee turnover, but also saves the company's manpower, material resources and financial resources. This can be described as killing two birds with one stone.

## 6. Conclusion

All in all, the craftsman spirit has now become an indispensable part of Chinese spirit and its status cannot be underestimated. The craftsman spirit conforms to the progress of the times and the development of the country. In higher vocational and secondary vocational colleges, higher vocational education plays a leading role in them. Therefore, as the person in charge of higher vocational colleges, they should always keep in mind that “practice is the only criterion for testing truth”, and can't talk big words or talk on paper. The most you should do is to combine theoretical knowledge with practice to achieve internal and external unity, keep in step and deeply implement this concept into the teaching work of every teacher. So we can cultivate qualified inheritors,

builders and successors for socialist construction.

## 7. Acknowledgment

Sichuan 2018-2020 Higher Education Talent Cultivation Quality and Teaching Reform Project(Project No. JG2018-402).

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