

A Practical Study on the Construction of Philosophy and Social Science Innovation Teams in Xinjiang Vocational Colleges and Universities

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Abstract: Through the methods of literature, questionnaire survey, and practical application method, the objectives, construction path, construction content, and practical experience of philosophical and social science innovation team building in vocational colleges in Xinjiang have been analysed and summarized. The research results show that the practice of philosophical and social science innovation team building in Xinjiang vocational colleges and universities has achieved certain results, but there are also some problems, such as the degree of social attention, team organisational composition, and the construction of team system system. In view of these problems, this paper puts forward corresponding suggestions and measures, with a view to providing reference and reference for the construction of philosophical and social science innovation teams in vocational colleges in Xinjiang.

1. Introduction

With the development of society and economy and the progress of science and technology, teamwork plays an increasingly important role in the field of scientific research. Innovation team is a new form of scientific research organisation, which provides an effective way to solve complex problems through interdisciplinary, cross-field and cross-industry collaboration to achieve resource sharing, complementary advantages and collaborative innovation. Philosophy and social science is an important field to study human social phenomena and reveal the laws of human development, and is also an important part of national cultural soft power [1]. The construction of scientific research and innovation team has been paid attention to a certain extent. But the research and practice for the construction of philosophical and social science innovation team in Xinjiang geographical and vocational colleges and universities are rarely seen.

2. The Importance of Philosophy and Social Science Innovation Team Building in Xinjiang Vocational Colleges and Universities

In Xinjiang vocational colleges, the construction of philosophy and social science innovation team is of great significance. Firstly, through team building, it can promote communication and

cooperation among teachers and improve their teaching and scientific research level. Secondly, the construction of philosophical and social science innovation team helps to promote the development of disciplines and professional construction of Xinjiang vocational colleges and enhance the overall competitiveness of the school. Thirdly, with the power of the team, it can better serve the local economic and cultural development and contribute to the prosperity and stability of Xinjiang. Additionally, this study focuses on conducting practical research on the construction of philosophical and social science innovation teams in vocational colleges and universities in Xinjiang. It aims to cultivate a sense of Chinese national community and enhance the educational effectiveness in promoting moral education. The objective is to provide a reference for related domestic research and the establishment of philosophical and social science innovation teams in similar vocational colleges and universities.

3. Questionnaire Survey on the Construction of Philosophy and Social Science Innovation Teams in Vocational Colleges and Universities in Xinjiang

In order to understand the current situation and shortcomings of the construction of philosophical and social science innovation team in Xinjiang vocational colleges, our group designed a questionnaire for the construction of philosophical and social science innovation team in Xinjiang vocational colleges on the basis of the previous research. The questionnaire is divided into three parts: the first part introduces the purpose and use of the questionnaire, the second part understands the basic information of the survey respondents, and the third part is the main problems of the survey understanding. The questionnaire was distributed to 15 vocational colleges and universities in Xinjiang in the form of questionnaire star, and the valid questionnaires from 12 of them were recovered, with an effective recovery rate of 80 per cent. The basic information of the questionnaire is shown in Table 1.

Table 1: Practical research on the construction of philosophical and social science innovation team in Xinjiang vocational colleges and universities

Form	Options	Quorum	Proportions
Identity of survey respondents	Teachers of vocational colleges in Xinjiang	3	25%
	Administrators of vocational colleges in Xinjiang	8	66.67%
	Others	1	8.33%
Has your school established a Philosophy and Social Science Innovation Team?	Yes	4	33.33%
	No	8	66.67%
What is the important role of philosophy and social science innovation team building in enhancing the overall strength and social influence of the university?	very important	9	75%
	more important	3	25%
Whether Philosophy and Social Science Innovation Team Building Should Focus on the Application Value and Translation Ability of Research Achievements	Yes, we should strengthen the co-operation between industries, universities and research institutes, and promote the transformation of scientific research results into actual productivity.	11	91.67%

	Of some importance, but not the most central consideration	1	8.33%
Whether the construction of innovative teams in philosophy and social sciences should focus on the echelon training and talent reserve of team members	Yes, the introduction and training of young talents should be strengthened	10	83.33%
	Of some importance, but not the most pressing issue	2	16.67%
Whether a set of perfect evaluation system and incentive mechanism should be established for the construction of innovative teams in philosophy and social sciences	Yes, a scientific and fair evaluation system and incentive mechanism should be established	11	91.67%
	Necessary, but needs to be determined on a case-by-case basis	1	8.33%
Problems in the Construction of Innovative Teams in Philosophy and Social Sciences	Lack of leaders and backbone talents	12	100%
	Poor communication and co-operation among team members	4	33.33%
	Lack of clear research direction, characteristics and advantages	8	66.67%
	Lack of stable financial support and poor research conditions	8	66.67%
How to Solve the Problems of Innovative Team Building in Philosophy and Social Sciences	Strengthen the introduction and training of talents to enhance the overall strength of the team	12	100%
	Strengthen the communication and collaboration within the team and establish an effective cooperation mechanism.	8	66.67%
	Define research directions and objectives, highlight characteristics and advantages, and form core competitiveness.	11	91.67%
	Strengthen contact and co-operation with the government, enterprises and other social sectors, and strive for more financial support and other resource support.	9	75%
What are the key factors for the success of innovative team building in philosophy and social sciences?	Excellent team leaders and backbone talents	11	91.67%
	Good research environment and conditions	10	83.33%
	Clear research direction and objectives	11	91.67%
	Good team atmosphere and collaborative spirit	11	91.67%

As can be seen from Table 1, most Xinjiang vocational colleges and universities have not yet initiated the construction of philosophical and social science innovation teams in their own schools, but all the samples agree that philosophical and social science innovation team construction plays an important role in enhancing the overall strength and social influence of the schools, which fully

reflects the necessity of this study.

Analysis of the results of the questionnaire found that the no longer exists in the construction of philosophical and social science innovation team in Xinjiang vocational colleges and universities is mainly reflected in the following aspects: firstly, the lack of leaders and key talents; secondly, the urgent need to establish a set of perfect team building system and incentive mechanism; thirdly, the research direction is not clear enough, and the lack of characteristics and advantages; fourthly, it is necessary to pay attention to the echelon training of the team members and the reserve of talents; and fifthly, the lack of stable financial support, and the poor conditions of scientific research.

4. Analysis of problems in the construction of philosophical and social science innovation team in Xinjiang vocational colleges and universities

4.1. Weak Foundation of Philosophy and Social Science Innovation Team Building in Vocational Colleges and Universities in Xinjiang

The level of philosophy and social science research in vocational colleges in Xinjiang is relatively low, and there is a lack of scholars with an international perspective and a deep academic background, and the team lacks the necessary knowledge reserves and academic support to conduct research, making it difficult to achieve breakthrough research results. American scholar Chris Harris proposes that the so-called innovation team refers to a group of well-trained and creative people who mainly carry out complex systematic innovation activities, starting with the motivation to innovate and the process of exploring creativity.^[2]Sundstorm et al. consider a team to be a collection of individuals who depend on each other at work to share responsibility for a particular outcome^[3].Due to the limited research ability and experience of the team members, it is difficult to conduct in-depth analyses and researches on complex social science issues, and it is difficult for the team to form valuable opinions and conclusions in the process of research, and to effectively promote the progress of social science. Collaboration among team members is not close enough, and there is a lack of effective communication and co-operation mechanisms, which makes it difficult for the team to form a synergy and give full play to the team's strengths and potentials in the research process.

4.2. Insufficient Attention to Philosophy and Social Science Innovation Team Building in Xinjiang Vocational Colleges and Universities

Although some institutions have set up innovation teams in philosophy and social sciences, they do not pay enough attention to them and lack the necessary financial, technical and facility support, which makes it difficult for team members to carry out in-depth research, and to effectively promote and apply the research results; in addition, some team members also lack the necessary training and support, which makes it difficult for them to obtain the necessary help and support, and to have effective communication and cooperation with experts in other fields; the management of some schools also lacks the necessary knowledge and management experience in the construction of innovative teams in philosophy and social sciences, which makes it difficult for team members to obtain the necessary support and guidance, as well as effective communication and cooperation with experts in other fields.

4.3. Lack of Theoretical Basis for Philosophy and Social Science Innovation Team Building in Xinjiang Vocational Colleges and Universities

Due to the influence of history, culture, geography and other factors, Xinjiang vocational

colleges and universities have relatively little research in the field of philosophy and social sciences, and their understanding and application of relevant theories are limited, which leads to the lack of sufficient theoretical support and guidance for team members to carry out their research, making it difficult to form innovative and forward-looking research results. Philosophy and social sciences cover a wide range of research fields, which requires the cross-fertilisation of multiple disciplines. According to Robbins, "a team is a formal group of individuals who collaborate with each other to achieve a certain goal" [4]. However, the existing innovation teams in vocational colleges in Xinjiang often contain only experts and scholars from a single discipline or field, and lack interdisciplinary cooperation and communication. This makes it difficult for the team to conduct comprehensive and in-depth analyses and research on issues from multiple perspectives and levels in the research process, which affects the quality and impact of research results. With the change of the times and the development of science and technology, emerging theories and technologies continue to emerge, providing new ideas and methods for philosophical and social science research. However, the members of the innovation team of Xinjiang vocational colleges and universities have a relatively low level of understanding and mastery of new theories and technologies, which makes it difficult to apply them to practical research. This makes it difficult for the team to keep abreast of the times in the research process, affecting the innovation and practicality of the research results.

4.4. Xinjiang vocational colleges and universities do lack a sound team building system and incentive mechanism in the construction of innovative teams in philosophy and social sciences

A successful team needs to have a clear goal, which should be commonly recognised and worked for by team members. However, many philosophical and social science innovation teams in vocational colleges in Xinjiang lack a clear, specific, and measurable goal, which leads to a lack of clarity in team members' understanding of the goal and prevents them from forming an effective synergy; communication among team members is the key to team success, and the lack of an effective communication mechanism among team members can easily lead to a poor exchange of information and prevent the formation of effective collaboration; team members have deficits in professional knowledge and skills deficiencies, the need for more training and guidance; team incentives can encourage members to pay more effort for the team's goals, the lack of an effective incentive mechanism, it is unable to stimulate the enthusiasm and creativity of the team members; through the evaluation and feedback mechanism to understand the performance of the team members and the team's progress in a timely manner to identify and solve the problems that exist in the team.

4.5. The research direction of philosophy and social science innovation team building in vocational colleges in Xinjiang is not clear enough and lacks characteristics and advantages

Lack of clarity in the research direction of team building may lead to dispersed research content and lack of focus, making it difficult to form research results with special characteristics; if the team's research direction has no uniqueness and advantages, it may make the research results lack of competitiveness, making it difficult to have a significant impact in the academic world or in practice; due to the lack of clarity in the research direction and dispersed research content, it may result in the poor quality of the team's research results, which lacks depth and breadth; and due to the ambiguity of the research direction and the lack of quality of the research results, it may lead to the team's lesser influence in the society and difficulty in having a substantial impact on the reality of the problem.

5. Paths and Measures of Philosophy and Social Science Innovation Team Construction in Xinjiang Vocational Colleges and Universities

In order to solve the above problems, the philosophical and social science innovation team of Xinjiang vocational colleges and universities should adjust its research objectives in time, determine the research direction with characteristics and advantages, and strengthen the theoretical basis for condensing and building research in order to improve the quality and influence of research. At the same time, the team should focus on cooperation with industrial enterprises and strengthen practical research in order to better serve the society.

1) Formulate team building plan. According to the actual situation and development needs of the school, formulate the construction plan of philosophical and social science innovation team that meets its own characteristics. Colleges and universities are the vital force of national scientific research, and are an important force in China's economic construction and participation in international competition [5]. Doing a good job in the construction of philosophical and social science innovation team in vocational colleges and universities includes planning the team's objectives, tasks, personnel composition, research areas and other aspects in order to ensure the scientificity and effectiveness of the team's construction. In particular, when recruiting team members, the focus is on "the members of the innovation team should jointly carry out long-term research on a certain scientific issue and form a more stable cooperative relationship and organisational division of labour on this basis" [6]

2) Focus on team member training and reserve. Based on the school's actual situation and development requirements, it is essential to establish individual growth profiles within the team and formulate personal development plans for team members. Additionally, the recruited team members should possess extensive academic backgrounds and teaching experience, enabling them to provide students with high-quality educational resources. Close cooperation among team members is crucial as it facilitates interdisciplinary and comprehensive research. Moreover, team members should have a certain level of social influence, allowing them to provide valuable guidance and advice to the government and enterprises.

3) Improve the management mechanism. To ensure the orderly implementation of the team's scientific research activities, it is important to establish a scientific management system. This includes formulating assessment and evaluation standards, regularly evaluating and rewarding team members' research achievements. Additionally, supervision and management of the team building process should be strengthened to ensure its quality and effectiveness. Furthermore, providing training and development opportunities for team members is vital. Encouraging their participation in domestic and international academic conferences and seminars helps broaden their knowledge and expertise. Attention should also be given to nurturing young scholars, as they serve as a talent guarantee for the team's long-term development.

4) Improvement of incentives. Creating a well-rounded incentive mechanism is essential for motivating and fostering the enthusiasm and creativity of team members. This includes setting reasonable remuneration, providing career development opportunities, giving recognition and rewards, and other measures to attract and retain outstanding scientific research talent to provide a constant source of motivation for the long-term development of the innovation team.

5) Carry out collaborative research and strengthen the transformation of results. We need to encourage collaborative research among team members and jointly undertake major scientific research projects. Through collective discussions and exchanges of research results, we promote academic exchanges and co-operation within the team, and improve the team's scientific research capability and comprehensive strength; we encourage team members to apply research results to practical work, and provide intellectual support for local economic development and social progress;

at the same time, we promote research results through the publication of academic papers, monographs and other means, and improve the team's academic influence.

6. Conclusions

The construction of philosophical and social science innovation team in Xinjiang vocational colleges is a long-term and arduous task, and through the above analyses and elaborations, we can see the importance and necessity of philosophical and social science innovation team construction in Xinjiang vocational colleges. Only by reforming and innovating, and continuously improving the overall quality and competitiveness of the team, can we make greater contributions to promoting the development of scientific research and enhancing the academic status and social influence of the school. At the same time, it is also necessary for the university to strongly support and co-operate with the team to jointly promote the construction and development of the Philosophy and Social Science Innovation Team. In the future work, the team will continue to work hard to continuously strengthen the team construction, improve the research level and service capacity, and make greater contributions to promoting the development and progress of philosophy and social sciences.

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