

# *Research on Knowledge Synergy Mechanism of Innovative and Entrepreneurial Talents Training in Independent Colleges*

**Zhao Na, Wang Dihan**

*College of humanities & Sciences of Northeast Normal University, China, 130117*

**Keywords:** Knowledge synergy mechanism; Entrepreneurial talents; Independent colleges

**Abstract:** Innovation and entrepreneurship education is a comprehensive practical education, which needs to build a large pattern of all-round education. Combining with its flexible mode of running a school and its unique credit system, this paper constantly explores in system construction, mode construction, talent organization and other aspects, and constructs linkage coordination mechanism and multi-dimensional innovative talent training mode for innovative entrepreneurship training. Based on the theory of knowledge synergy, this paper analyses the Knowledge Synergy Mechanism for innovative entrepreneurship training in independent colleges, and the current situation and difficulties of innovative entrepreneurship training, and puts forward some suggestions on the construction of knowledge collaboration mechanism for the cultivation of innovative and entrepreneurial talents in independent colleges.

## **1. Introduction**

The cultivation of innovative entrepreneurship talents is the historical mission of higher education. Under the current national conditions, we should learn from the advanced experience of innovative entrepreneurship education and combine the characteristics of higher education in China to carry out creative education for college students in an all-round way. Higher education serves the economy and society. It takes the educated students as the main body, integrates knowledge with practice, and cultivates students' exploration, innovation and entrepreneurship. Synergy theory is a new subject to study the common characteristics and synergy mechanism of different things. Synergy theory is to transform disordered state into ordered state in a system. Knowledge synergy is the development stage of knowledge management synergy. In the knowledge management stage marked by "knowledge synergy", team meeting synergy, sharing, cooperation and innovation are the themes. Knowledge synergy and interaction are carried out through practice community, learning community, interest community and target community.

## **2. The relationship between innovation and entrepreneurship education and practical education**

Innovation and entrepreneurship education is a comprehensive education, which should be incorporated into the talent training plan of colleges and universities. Promoting "mass entrepreneurship and innovation" is the fundamental measure to expand employment and realize the way to enrich the people. Innovative entrepreneurship education in colleges and universities is not aimed at the entrepreneurship practice and employment behavior of a few college students, but should be incorporated into the talent training plan. The educational nature of innovation and entrepreneurship education decides that its effect is not as immediate as that of building machines and houses. Instead, it develops the potential of the educated to enable them to have the knowledge, skills and creativity needed for their future survival and development, and has a strong sustainability and future.

Innovation and entrepreneurship education has strong practicality and should extend the platform of entrepreneurship practice. Encouraging entrepreneurship is an important basis for broadening employment channels and promoting higher quality employment. Therefore, compared with "how to start a business", innovation and entrepreneurship education is more important to cultivate students' core knowledge and ability. The quality of innovation and entrepreneurship education is neither simply judged by the number of entrepreneurship entities, nor by the success of entrepreneurship projects. It is judged by the effect of comprehensive quality improvement and professional spirit cultivation with innovation ability as the core.

## **3. Current situation and dilemma of innovative and entrepreneurial talents training in independent colleges**

### **3.1. Situation of innovative and entrepreneurial talents training in independent colleges**

Innovation and entrepreneurship education is a special form of higher education in China. Since 2002, the ministry of education began to carry out pilot exploration in universities. Then, the ministry of education, in collaboration with the ministry of finance, has constructed several innovative pilot zones for innovative entrepreneurship education personnel training mode. At present, the ministry of education has carried out innovation and entrepreneurship education on a large scale throughout the country, taking innovation and entrepreneurship education as the basic requirement of higher education.

### **3.2. Difficulties in training innovative and entrepreneurial talents in independent colleges**

At present, the predicament of innovative entrepreneurship training in independent colleges mainly lies in the imperfection of knowledge coordination mechanism, the imperfection of innovative entrepreneurship education system and the lack of matching teachers, as shown in Figure 1 below.

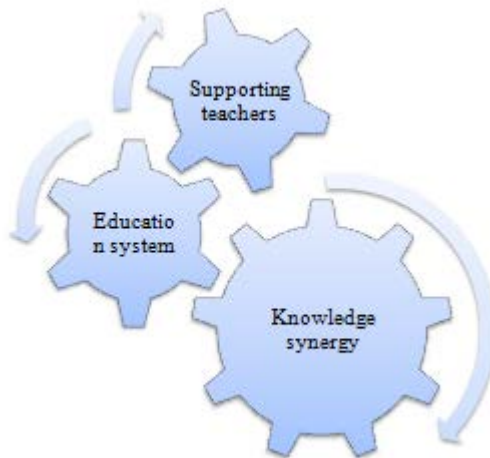


Figure1. The predicament of innovative entrepreneurship training

At present, innovation and entrepreneurship education in China's colleges and universities is still in the stage of mode exploration, mainly through a wide range of innovation and entrepreneurship courses, as well as the holding of university students' innovation and entrepreneurship competitions. In the process of personnel training, it relies too much on the role of colleges and universities, lacks cooperation between schools and enterprises, and the effect of training is divorced from the reality. In the process of cultivating innovative and entrepreneurship talents in independent colleges, the cooperation and communication between independent colleges and various innovative subjects should be strengthened so that the synergistic effect of knowledge can be effectively brought into play and college students with innovative spirit and entrepreneurship ability can be trained. At the present stage, the curriculum system of innovation and entrepreneurship education is not perfect enough. There are no uniform standards in teaching materials, syllabus and curriculum progress. There are no mature excellent courses, which appear mostly in the form of elective courses. The design of talent training program is divorced from social needs. The teacher training of innovation and entrepreneurship education started late. In the innovation and entrepreneurship education of independent colleges, most of them are teachers of other professional courses. Due to teachers lack systematic training and learning, classroom content is biased towards theory and lack of practice, which is difficult for enterprise teachers in school-enterprise cooperation to enter the classroom and share entrepreneurial experience.

#### **4. Construction of coordination mechanism for innovative and entrepreneurial talents training in independent colleges**

##### **4.1. Cooperative training mechanism with enterprises**

School-enterprise cooperation can complement the advantages of both sides, promote and grow together. Colleges and universities provide intellectual resources for enterprises, and independent colleges are positioned as applied undergraduate education, which further meets the employment needs of enterprises. Through the establishment of cooperative training mechanism between independent colleges and enterprises, the scientific and technological achievements of independent colleges can be transformed into reality, theory and practice can be closely integrated, and professional talents can be trained according to the needs of enterprises. Enterprise practice may be transformed into students' inspiration and motivation for innovation and entrepreneurship, so that the majority of students have an intuitive sense of entrepreneurship.

## 4.2. Cooperative training mechanism with high level universities

In the process of cultivating innovative and entrepreneurial talents, independent colleges should strengthen the links with high-level universities. Cooperate with the knowledge of high-level universities to cultivate mechanisms, share teaching resources, teachers and so on. Promote cross-disciplinary learning among different disciplines, add interdisciplinary specialties and courses, integrate theory with practice, and develop students' innovative and entrepreneurial thinking.

## 4.3. Cooperative training mechanism with local government

Independent colleges and local governments should work together to cultivate knowledge and promote interaction and communication between universities and local governments. Local governments provide favorable policy support and good development environment for independent colleges to innovate and start businesses, which helps to take root in the founding of customer culture.

## 5. Conclusions

The training of talents in independent colleges should give full play to the advantages of disciplines and specialties, build a platform for practical education in schools and enterprises, combine the contents of innovation and entrepreneurship education with the education and teaching of students, and strengthen the cultivation of students' innovative and entrepreneurship thinking and ability in the aspects of personnel training program, specialty construction, curriculum construction and collaborative education. However, the overall situation of innovation and entrepreneurship education in China is not optimistic, the concept of innovation and entrepreneurship has not been deeply rooted in the hearts of the people, and the training system of university students' entrepreneurship education is not perfect. Therefore, in order to realize the transformation to inclusive and leading type, it is necessary for independent colleges and high-level universities, enterprises and local governments to continue to establish and improve the linkage and coordination mechanism, form a strong joint force, and expand the training space of innovative and entrepreneurial talents.

## Acknowledgement

1) Social Science Research Project of the 13th Five-Year Plan of Jilin Provincial Department of Education. No. 508 of Jilin Provincial Science and Culture Co-operative Word (2016). Research and Practice of Entrepreneurship Education Model for College Students in Independent Colleges.

2) The Thirteenth Five-Year Plan of Education Science of Jilin Province, 2017, Project Approval No. ZD17210. Research on Problems and Strategies of Undergraduate Talents Training of Traditional Chinese Medicine Specialty under the Background of Healthy China

3) Higher Education Research Focus (Youth Project) of Jilin Higher Education Association in 2017, Project No. JGJX 2017C99. Research on Training Mode of Undergraduate Talents of Traditional Chinese Medicine Specialty in the Background of Healthy China

## References

- [1] Lai Mingyong. *College education should cultivate a culture of innovation and entrepreneurship* [N]. *Guangming Daily*, 2015-09-07.
- [2] Lu Xudong. *Integrating innovation and entrepreneurship education into the talent training system of colleges and universities* [J]. *China Higher Education*, 2010, (6):9-11.

- [3] Wang Yu. *Construction of Innovative and Entrepreneurial Talents Training Model in Universities* [J]. *Science and Technology in Chinese Universities*, 2016 (5): 91-93.
- [4] Zhao Zhongjian. *Ecosystem construction and enlightenment of innovation and entrepreneurship education in high level universities* [J]. *Research on Educational Development*, 2016 (3): 64-71.
- [5] Guan Xiaoli. *Multi-case study and Enlightenment of innovation and entrepreneurship system in foreign universities* [J]. *Contemporary Education Science*, 2015 (21): 48-53.