

## Research on the Realization Path of Postgraduate Tutor's Lide Shuren Education Model

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### Abstract

Graduate education is at the top of the national education system and is the core element of implementing the innovation-driven development strategy. As the first responsible person for postgraduate training, tutors are the key force in cultivating postgraduates. Whether they can fully implement the education model of morality and cultivating people determines the quality of postgraduate training to a certain extent. The paper uses methods such as literature research to analyze The problems of postgraduate tutors in the education of morality and cultivating people, and put forward a perfect system to strengthen the initiative and consciousness of postgraduate tutors in cultivating morality and cultivating people, and optimizing the guarantee mechanism of morality and cultivating people to enhance the tutor's professional identity and sense of achievement, Comprehensive horizontal coordination, vertical transmission and guidance, and the establishment of a moral education model with full participation of all employees.

### Keywords

Postgraduate Tutor; Lide Shuren; Educational Model; Realization Path.

### 1. Introduction

Teachers are the engineers of the human soul and the inheritors of human civilization. As a special existence in the teaching staff, postgraduate tutors in colleges and universities shoulder the responsibility and mission of cultivating high-quality professional talents, and are the key force in higher education and postgraduate training. It is an inevitable requirement to improve the quality of postgraduate training and an important strategic goal of implementing educational policies and policies to implement the educational responsibilities of postgraduate tutors to cultivate morality and cultivate people, and to establish a team of postgraduate tutors with ideals and beliefs, moral sentiments, solid knowledge and a benevolent heart.

### 2. Literature Research on Lide Shuren

The context of Lide Shuren is broad and profound. Since 2013, academic research on Lideshuren has increased, Liu Na (2014) et al., based on the analysis of the historical origins of cultivating morality and cultivating people, analyzed the realistic basis for establishing the fundamental task of cultivating morality and cultivating people, and proposed that education should serve both the economy and society at the same time as the rapid economic development. Loss of nature, which requires returning the original intention of education to the foothold of cultivating people [1]. Li Peng (2017) pointed out that "Lord" refers to cultivating people's morality; "cultivating people" refers to shaping people through education [2]. Wang Zhengping (2018) and others put forward that moral cultivation is the essence and

fundamental principle of educational ethics [3]. In addition to the research on the concept of cultivating people by virtue, the research results basically focus on the effective mechanism of cultivating people by virtue, research on ideological and political courses, research on the construction of ideological and political teachers, and research on graduate tutors. Ma Huanling (2020) and others used AHP to design an evaluation index system including 7 first-level indicators and 23 second-level indicators, and clarified the weights of each indicator. After empirical research, they found that academic innovation ability is the tree of morality of graduate students. The top priority of the human education model is also the most important content of the mentor's responsibility to build morality and cultivate people [4]. Du Peng, Li Ruizhi, and Gao Xiangwei (2020) used grounded theory and in-depth interviews to determine a multi-dimensional assessment system for postgraduate tutors to build morality and cultivate people in ten dimensions, including tutors' political quality, teachers' morality, and so on [5]. Ji Baocheng (2022) studied and judged the current situation of the few existing teachers' morality and ethics, such as violation of moral integrity, alienation of teacher-student relationship, and inadequate guidance methods, and analyzed the strengthening of teachers' morality from five aspects: system, culture, management, supervision, and rewards and punishments. Some important measures of wind construction [6]. Zhang Lili (2020) and others analyzed the reasons for the insufficient role of postgraduate tutors in the education of "cultivating morality and cultivating people", and put forward some suggestions on how to strengthen the role of postgraduate tutors in the education process of "cultivating morality and cultivating people" [7]. Wang Yi, Liu Hongwei, and Wang Xinying (2020) put forward the four-fold logic of the postgraduate tutor's responsibility to build morality: value logic, historical logic, theoretical logic and practical logic, in which value logic is the premise, historical logic is the foundation, theoretical logic is the basis, Practical logic is the key [8]. To sum up, Lide means to insist on moral education first, guiding people, influencing people, and motivating people through positive education; cultivating people means sticking to people-oriented, and shaping, changing and developing people through appropriate education. Taking Lide and cultivating people as the fundamental task of education, and fully implementing it in colleges and universities, especially in the training of high-level postgraduates, will inevitably strengthen the effect and function of educating people.

### **3. The Problems of Postgraduate Tutors in Lide Shuren Education**

Postgraduate education is the top of the national education system and the main way to cultivate high-level specialized talents. Graduate tutors are the "first responsible person" for graduate training, and cultivating morality is the primary responsibility of graduate tutors. The implementation of this responsibility, as a key link in the whole chain of postgraduate education, plays a decisive role in solving the problems of talent training such as alienation of the relationship between mentors and improving the quality of postgraduate training. Graduate tutors should not only give students all-round academic guidance, but also guide students to grow into talents. Excellent graduate tutors such as Huang Danian and Li Baoguo have emerged in teaching practice, but in reality, some graduate tutors have unilaterally attached importance to them Academic guidance, while ignoring the education and guidance of morality and values, even the phenomenon of lack of ideals and beliefs, tension in the relationship between tutors, and infringement of the legitimate rights and interests of students. Education concept, did not seriously implement the educational responsibility of Lide Shuren.

#### **3.1. The Comprehensive Literacy Level of Postgraduate Tutors Varies Greatly**

According to the "2021 National Economic and Social Development Statistical Bulletin of the People's Republic of China" released by the National Bureau of Statistics, in 2021, there will be 1.177 million graduate students enrolled, 3.332 million graduate students, and 773,000

graduates [9]. Such a large-scale postgraduate team not only created the demand for postgraduate tutors, but also increased the workload and pressure of existing postgraduate tutors. The comprehensive quality of postgraduate tutors varies, some tutors lack knowledge reserves, lack solid academic foundation, and lack the frontier knowledge of the subject; although some tutors have rich professional knowledge, high academic level and scientific research ability, but most of them are They have not received training in systematic educational theories and methods, are not good at grasping students' individual character and behavioral characteristics, are unable to carry out targeted and effective education for students, and are also lacking in the guidance and cultivation of graduate students' personal accomplishment and ideological quality.

### **3.2. Some Graduate Tutors Lack Strong Ideological Qualities**

Excellent ideological and moral quality is the primary premise for postgraduate tutors to engage in the work of cultivating morality. However, in the selection process of postgraduate tutors, most degree programs adopt the hard conditions of "thesis only" and "funds only". At the same time, due to the obvious invisible characteristics of ideological and moral literacy, it is easy to be weakened or even ignored. Such selection methods are prone to some tutors with excellent professional ability but lack of ideological and moral quality. In the actual training, it is also very easy for postgraduate tutors to pay too much attention to the training of academic research, the orientation of seeking quick success and instant benefits is obvious, and ignoring the inspection and training in terms of comprehensive quality and ideological morality. and academic integrity issues.

### **3.3. A Complete Management Evaluation System for Postgraduate Tutors has Not Yet been Established, and Lide Shuren Lacks Rigid Policy Constraints**

Mentor selection, as the entry point for the construction of postgraduate mentors in colleges and universities, is the first step in implementing morality and cultivating people, and the formulation of selection criteria highlights its key role. But at present, although colleges and universities have clearly listed morality and morality in the selection criteria, there are still vague reference conditions, unclear definition scope, and lack of effective and long-term feasible tutors to cultivate morality. The objective evaluation basis and reference standard. In addition, in the performance assessment of postgraduate tutors, most of the assessment and evaluation documents are formulated with punishments and punishments, and the assessment and evaluation are mainly based on a two-level system of pass/fail. There is still a lack of specific implementation methods and methods for the assessment and evaluation of postgraduate tutors, which are the primary responsibility of establishing morality.

## **4. The Realization Path of Postgraduate Tutor Lide Shuren Education Model**

### **4.1. Improve the System to Strengthen the Initiative and Consciousness of Postgraduate Tutors to Build Morality and Cultivate People**

The 2020 National Postgraduate Education Conference put forward higher requirements and standards for strengthening the construction of the tutor team, improving the education evaluation system for different degree types, strict quality management, school spirit and study style, and guiding the high-quality development of postgraduate education. Therefore, colleges and universities must further strengthen the system construction, clarify the responsibilities of mentors to educate people, make good use of the system advantages to implement the requirements of morality and cultivate people in the postgraduate mentor group, constantly revise and improve mentor management, assessment methods and codes of conduct, and clarify that mentors must Deshu people perform their primary duties. Through the construction of the

system, the supervisor's subject consciousness, responsibility spirit and bottom-line thinking of the quality of postgraduate training will be enhanced in an all-round way in implementing the requirements of Lide and cultivating people. In addition, it is necessary to create a good educational atmosphere for Lide Shuren graduate students. Organize a wide range of Lide Shuren exchange activities, focusing on the effective combination of the "four unifications" and the postgraduate training link by publicity and education tutors. In the construction of the propaganda system of morality and cultivating people, it is important to attach great importance to the leading role of mentors in cultivating advanced and typical propaganda, and carry out special evaluation and appraisal activities for mentors to build morality and cultivating people, so as to promote the normalization and scientificization of the working mechanism of mentors' morality and cultivating people [10].

#### **4.2. Optimize the Protection Mechanism of Morality and Talent Cultivation to Enhance the Professional Identity and Sense of Achievement of Mentors**

The professional identity, sense of achievement and sense of responsibility of postgraduate tutors need to be promoted by the guarantee mechanism. First of all, it is necessary to improve and optimize the evaluation and reward mechanism of postgraduate tutors, and incorporate morality and cultivation of people as the primary assessment requirement into the evaluation system. At the same time, scientifically and rationally improve and increase the Deshu people reward and incentive indicators, and promote the multi-subject evaluation method that combines the three-level supervision and evaluation of the school, the college, and the students. Secondly, establish a training guarantee mechanism for postgraduate tutors, periodically carry out tutors' work experience exchange activities, promote the improvement of tutors' guiding ability and level, and effectively enhance tutors' sense of mission, identity and consciousness in talent training work, and normalize tutors' morality. Re-education and promotion of people's literacy.

#### **4.3. Comprehensive Horizontal Coordination, Vertical Transmission and Guidance, and Establishment of a Moral Education Model with Full Participation**

Building morality and building people is a protracted battle, and it is necessary to mobilize various positive factors, strengthen coordination and enhance synergy at multiple levels and in multiple aspects. First of all, give full play to the roles of different subjects, and form a construction pattern of morality and talent cultivation in which all staff participate, work in the same direction, and advance together. All secondary colleges that undertake the construction of specific disciplines need to participate in the construction of Lide Shuren. Secondly, tutors carry out self-education and set up a system of deputy tutors or dual tutors, which is conducive to promoting the pairing of old, middle-aged and young people, and mentoring in a wider range. The vigor and vitality of senior teachers stimulate the moral vitality of senior teachers [11].

### **5. Conclusion**

To sum up, colleges and universities are the main places for cultivating professional talents and undertake the important task of cultivating people with morality, while postgraduates are the cornerstone of national scientific and technological innovation and a new force for national development. It provides an important guarantee for cultivating high-level talents with both political integrity and ability. In 2018, the Ministry of Education issued the "Opinions on Comprehensively Implementing the Responsibilities of Postgraduate Tutors to Build Morality and People", which clarified the basic quality requirements and responsibilities of graduate tutors, pointed out the development direction for graduate tutors to perform their duties, and provided comprehensive guidance for the new era. Strengthening the construction of

postgraduate tutors has put forward clear basic principles. It is believed that under the norms of policies and systems and with the participation of all educational subjects, the education model of postgraduate tutors will benefit more students and effectively improve postgraduate students. Cultivation quality.

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