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Investigation and Analysis on Leadership Training of Chinese College Students-Example from DLUT

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Abstract: The article takes a key university of China-Dalian University Of Technology as an example. We investigated 2500 students, analyzing the current situation of their leadership development. We found them having a strong desire to improve their leadership, and they hoped to improve their leadership by social practice. We also analyzed school, family and peer's important role in cultivating students' leadership. Last but not least, we put forward a thought about improving Chinese students' leadership, which is changing education idea, increasing investment, attaching great importance to the cooperation between intercollege and university-enterprise.

Keywords: Current Situation, Students' Leadership Training, Chinese Universities

1. Introduction

Leadership is a very important factor in our society. There are thousands of definitions about leadership in the academic world. For example, Leadership is: "the art of mobilizing and driving others towards to the want of trying and struggling for common ideals". [1] It is "a process of individual activities, interactions and actions which affect the systems inside and outside the organization."[2]The leadership education from foreign country has been developed for decades. Harvard University is the first one to develop student leadership. [3]

Student leadership development has excited since 1936 from American. Astin think that student leadership as "the process in which a person is exposed to changes that proceed to more complicated behavior which is caused by overcoming increasing challenges." [4] Sillien and others indicated that "Leadership makes one join different people through common experiences with cautiousness, alertness, and social responsibility." [5]

Currently, Chinese leadership education is only at a start. School can not offer scientific training system, and as a result it is difficult for students to gain leadership training. Analyzing the data from investigation helps researchers and educators know the current situation about Chinese leadership training development. They can design the leadership training system according to the current situation, and improve Chinese students' leadership level from the root. [6]

2. Survey Design

Our survey mainly take the form of questionnaires. Undergraduates of DLUT are taken to our survey. In total we sent out 2500 questionnaires, 100% recovered. The questionnaires are analyzed by spss15.0, in which the male proportion is 70.15% and female is 29.85%. Grade one sample occupied 7.46%, Grade two occupied 8.21%, Grade three occupied 76.12%, Grade four occupied 8.21%. The basic situation of the research students, please see Table 1.

Table 1. *The basic situation of the research students.*

project		Frequency	percentage
Sex	Male	1845	73.8%
	Female	655	26.2%
Grade	One	450	18%
	Two	800	32%
	Three	800	32%
	Four	450	18%
Father's job	Cadre	320	12.8%
	Urban worker	650	26%
	Individual business people	330	13.2%
	Farmer	710	28.4%
	Teacher	400	16%
	Others	90	3.6%
Mother's job	Cadre	230	9.2%
	Urban worker	750	30%
	Individual business people	360	14.4%
	Farmer	605	24.2%
	Teacher	450	18%
	Others	105	4.2%
Home Location	Farm	1050	42%
	Small town	640	25.6%
	Big city	550	22%
	Others	260	10.4%
The only child	Yes	1554	62.16%
	No	946	37.84%
Served as Student cadre	Yes	1870	74.8%
	NO	630	25.2%

3. The Current Situation of DLUT Students' Leadership Training

3.1. High Agreement of Responsibility in Leadership

Different scholar has different interpretations about leadership. For example: American scholar Warren Benn is believes that leadership is the ability of bringing dream into truth. American scholar Chapman believes that leadership is the ability that we influence. Others, in particular, inspiring others to achieve challenging goals.

Most scholars defined the meaning from the perspective of academic research, which is different from the meaning in reality. Therefore, the article lists 40 skills associated with leadership, and let the students choose the skills they considered the most relevant in leadership. The result shows that the highest percentage of the eight entries were responsibility, decision making, communication skills, coordination, influence, resilience and speculation force. To see the specific data please look at table 2.

Table 2. *Students believe eight highest relevant skills.*

Important skill	Frequency	percentage	Sequence
responsibility	1164	6.51%	1
Decision making	1056	5.88%	2
Communication skills	1032	5.74%	3
Coordination	856	4.76%	4
Influence	772	4.31%	5
Resilience	765	4.3%	6
Setback resistance	733	4.09%	7
Speculation force	714	3.98%	8

The survey's subjects were "after 90". Different from the public opinion to "after 90",on the issue of "what important elements leadership contains", they all agreed that sense of responsibility was the first element of leadership. Secondly, they also value decision making. They thought good decision-making ability was an important part of a great leader.

3.2. Having a Very Strong Desire to Improve the Ability of Leadership

Among the 92.54% students surveyed agree that "leadership is one of the most important skills that students should have," the "very agree" proportion of which is 52.99%, compared with "agree" proportion of which is 39.55%. In the question of whether "leadership education should be a required course for every college student", 74.6% of the students say they should. In the survey, we can see that most students are very recognition of the importance of leadership, and they have much desire of the leadership training. From now on, college students have preliminary reach consensus that they must foster their ability of leadership during the college. This is closely geared to the fierce social competition and difficult employment environment. Students know clearly that in order to stand out in the competition, strong professional quality is not enough. In the increasingly fierce social competition, leadership has become one of the important core competitiveness of every college student.

Combined with the college students' leadership model, lists the 40 important skills, and asks the students to select they think most needed to enhance skills at this stage. The results shows that the top eight skills are coordinated force, stress and strain, communication, thinking ability, leadership desire, strategy, innovation, overall situation view. The table below could show you the specific data.
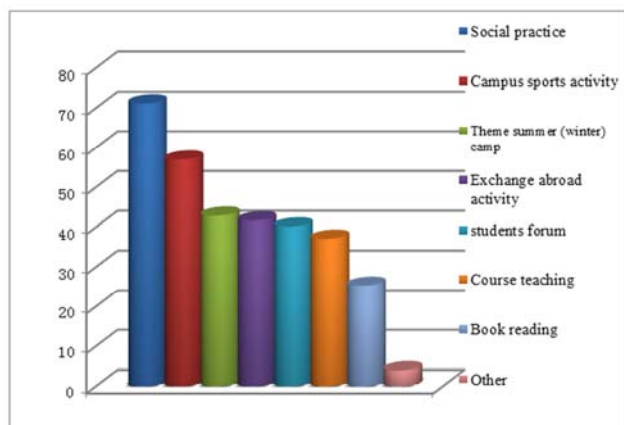
Table 3. *Students think that at this stage most need to improve the skills.*

Skill	Number	Proportion	Sort
coordinated force	830	5.2%	1
stress and strain	763	4.71%	2
communication	714	4.39%	3
thinking ability	688	4.14%	4
leadership desire	683	4.11£¥	5
strategy	636	3.92%	6
innovation	616	3.81%	7
overall situation view	611	3.79%	8

3.3. The Important Role of Social Practice in the Promotion of Leadership

According to the problem of "how to improve the leadership", 71.2% students chose the social practice, which is much higher than other educational methods. In practice, students think that they can better improve their ability in coordination, strain, communication and so on. American Universities very emphasis on practical courses, strengthen interaction in the training of students' leadership, so that students could have more experience in practice through services and other forms of exercise. At the same time, the campus cultural activities, the theme of the summer (winter) to
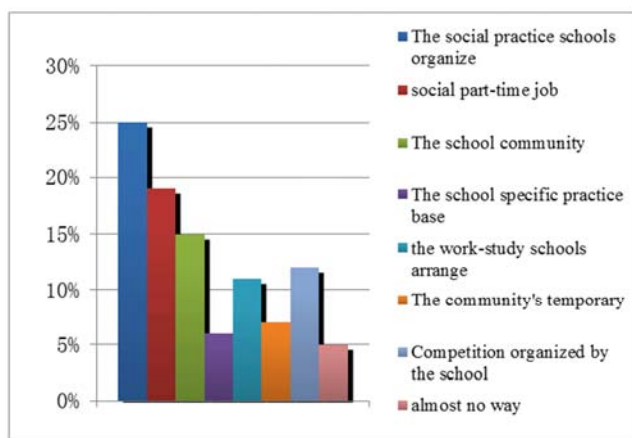
the camp, to go abroad (border) exchange activities and other forms are also be accepted. Figure 1 could provide specific data.

Figure 1. *What kind of education students think is effective in improving leadership.*

3.4. Social Participation Is Mainly Based on the Vacation Social Practice of School Organization and Lack of Systematic, Long-Term Leadership Upgrade Platform

Through investigation, the main way of social participation of students is social practice of school organizations, the proportion reached 25%. Followed by the study of the individual to find the social part of the way, the proportion reached 19%. Community attachment and school specific practice base for a smaller proportion, show that in fixed practice base to carry out the practice of fewer students. The proportion of students participating in social practice is still in the 5%, which indicates that this part of students and social practice is out of line. Figure 2 could provide specific data.

Figure 2. *The main form of social participation.*

4. Conclusion

It is clear that, by looking into the current situation of DUT students' leadership, there still exist problems as backward ideas, insufficient input and weak leading ability in Chinese universities.

Firstly, we should bring out scientific, reasonable and effective strategies cultivation to improve Chinese students' leadership. <The central committee of the communist party of China on further strengthening and improving ideological and political education> emphasized clearly, one of the main task to strengthen and improve the ideological and political education, is setting college students' all-round development as goal, proceeding the quality education in-depth. <Advice in further strengthening and improving propaganda and ideological work in colleges and universities under the new situation> said clearly, one of the main task to strengthen and improve the propaganda and ideological work in colleges and universities under the new situation is setting root in the students comprehensive development. It's easily to see that with the development of globalization presenting pluralistic trend, the concept of social demand for talents breakthrough the traditional ideology.

Secondly, In today's international competition, high-tech competition, intelligence competition, creativity competition are the main three issues. Many of the world's visionary leaders, educators, and entrepreneurs regard how to developing human potential, improve human quality, improve the people's creativity as a major task faced by the world today. The 21st century's competition is the global technology, economy and comprehensive national strength competition, the focus is the talent competition. Countries which have a large number of high-quality talents with innovative spirit and innovative ability, which is paying attention to the development of the national creativity can gain the initiative in the competition and eventually get the competition's victory. Therefore, the cultivation of the leadership is included in an important component part of quality education.

Thirdly, for a long time, our country's education system hasn't had a clear goal to cultivate college students' leadership, but qualified social citizen should have the consciousness of rules, procedures and responsibility. They have a good sense of self-discipline, cooperation and obedience. They can insist, communicate and coordinate, which is the basic knowledge and ability of self-leadership and team leadership. During the 18th session of the National People's Congress, it is clearly put forward that leadership is one of the comprehensive qualities which contemporary university students must have, which is the advantage when it comes to individual competition. Leadership is a necessary comprehensive quality and individual internal competing advantage. Studying university students' leadership is not only for improving comprehensive qualities of university students, but also a must for individual development. What is more, it is the need of the constant development of our nation and country. Conventional higher education and management mainly focuses on cultivating abilities of student leaders.

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research and practice of the mechanism of innovation and entrepreneurship education running through the whole process of personnel training).

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