

currently this mechanism is not yet perfect. The main problems include: firstly, the lack of school policies that incentivize the cultivation of graduate students' research and innovation abilities, and the absence of a systematic institutional mechanism; Secondly, the enthusiasm of mentors for cultivating students' innovative abilities is not high, mainly due to the mature evaluation system of the school for mentors' own scientific research achievements, and the lack of policies to reward mentors for cultivating students' innovative abilities; Thirdly, there is a lack of incentive policies and financial support for students' self cultivation of scientific research and innovation abilities. Students can only rely on their supervisors' research projects for scientific research and innovation, which often deviates from their interests; The fourth issue is that the evaluation mechanism for graduate students' research abilities is not sound, which often leads to this part of the work not being reflected in the comprehensive evaluation system, resulting in low enthusiasm for students to engage in self innovation. In summary, there is currently insufficient emphasis on cultivating graduate research abilities, a lack of corresponding software and hardware support, and inadequate incentive mechanisms.

## **2. Research based innovative talent cultivation model for mechanical majors based on positive incentives**

### **2.1 Optimize the curriculum system**

Establishing long-term cooperative relationships between universities and industry-leading enterprises to jointly build practical training bases that integrate teaching, research, and production. Not only does it provide students with opportunities to interact with real work environments, but it also offers research resources and high-quality talents to enterprises, ultimately achieving win-win cooperation. In the training base, students can participate in enterprise project exploration, apply theoretical knowledge to practice, and thus improve their own problem-solving abilities. Secondly, implement a dual mentor system and deepen the integration of industry and education. Universities can hire enterprise experts as part-time mentors to jointly guide students with professional mentors. Enterprise mentors bring cutting-edge industry trends and practical experience to help students clarify their career direction and enhance their professional competence; University mentors, on the other hand, focus on theoretical guidance and research method training, which complement each other and jointly promote the comprehensive development of students. This dual mentorship system helps to break down the boundaries between academia and industry, and promotes deep integration of industry, academia, and research. Thirdly, joint research and development projects should be integrated into innovative education. Teachers should encourage students to participate in school enterprise joint research and development projects, so that they can exercise their innovative thinking and teamwork skills through problem exploration. Teachers conducting project-based teaching can guide students to integrate their learned knowledge, optimize solutions, and even transform the results into practical applications or patented products.

### **2.2 Building a scientific research platform**

The establishment of research platforms by universities not only provides students with opportunities for in-depth scientific research, but also promotes academic exchanges and cooperation. The specific path is as follows:

Firstly, establish a scientific research platform system. Universities should combine their own advantages to build a multi-level scientific research platform system covering State Key Laboratory, provincial and ministerial scientific research platforms, university level research centers, etc. These platforms each have their own focus and complement each other, providing students with comprehensive scientific research training from basic research to application development. At the same time, through interdisciplinary and cross disciplinary cooperation, students' innovative thinking and cross-border integration abilities are stimulated. Secondly, promote the sharing of scientific research platforms. Universities should open up research platforms to the whole school and even domestic and foreign institutions, attracting students and teachers from different disciplinary backgrounds to participate. Universities promote academic exchange and cooperation by establishing open research projects and sharing experimental resources, forming an open and inclusive research atmosphere. During this process, mechanical engineering teachers should encourage students to use research platforms to participate in domestic and international academic conferences, publish papers, apply for patents, etc., in order to enhance their academic influence and innovation ability. Thirdly, establish a linkage mechanism for talent cultivation. Universities should closely integrate the construction of scientific research platforms with talent cultivation, transform scientific research achievements into teaching resources, and enrich teaching content and forms.

### **2.3 Improve the evaluation system based on positive incentives**

Firstly, introduce diversified evaluation criteria. The traditional evaluation system often focuses on exam scores and neglects the comprehensive assessment of graduate students' innovation ability, practical ability, and overall quality. Process evaluation focuses on students' performance in the learning process, such as learning attitude, participation, innovative thinking, etc; And outcome based evaluation focuses on learning outcomes, such as exam scores, research achievements, etc. By combining process evaluation with outcome evaluation, teachers can not only identify problems in a timely manner and provide guidance, but also ensure the fairness and accuracy of the evaluation. Thirdly,

establish a feedback incentive mechanism. The evaluation system constructed by teachers should include effective feedback mechanisms to enable students to timely understand their strengths, weaknesses, and improvement directions. At the same time, teachers can also establish incentive mechanisms such as scholarships and research project funding to encourage students to actively participate in scientific research activities and enhance their innovation abilities. Positive incentive mechanisms can stimulate students' intrinsic motivation and promote their development towards higher levels.

### 3. Conclusion

In summary, in order to meet the current needs of graduate education reform and development in universities, mechanical engineering teachers need to build a practical path for cultivating research-oriented and innovative talents based on positive incentives. Measures such as optimizing the curriculum system, deepening school enterprise cooperation, building research platforms, and improving evaluation systems can be taken to achieve this goal and provide high-quality talents for the development of the mechanical industry.

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**Project fund:**

1. Research Project on Experimental Teaching and Teaching Laboratory Construction of the Ministry of Education (Project No. SYJX2024-041);
2. Inner Mongolia University of Technology 2023 Various Course Construction Project "Mechatronics Technology" (Project Number: RC2023002);
3. Graduate Education and Teaching Reform Project of Inner Mongolia University of Technology (YJG22021005);
4. Excellent Teaching Team Project for Robotics Engineering at Inner Mongolia University of Technology

10.70711/eer.v2i5.4928

# Research on Influencing Factors of Staff Satisfaction in Private Colleges

## -- Taking Sichuan Universities in China as an Example

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**Abstract:** With the rapid development of global higher education, private colleges and universities are playing an increasingly important role in the education system. The competition among private colleges and universities in China is springing up like mushrooms after rain, and the competition for human resources in private colleges and universities is becoming more and more fierce. As an important indicator to measure the internal management effect of a school, employee satisfaction is directly related to the stable development of the school and the improvement of education quality. In order to attract and retain excellent teachers, private colleges must pay attention to teachers' job satisfaction and cultivate teachers' centripetal force from the beginning. However, private colleges still face many influencing factors in the construction and management of teachers. This paper takes the private colleges and universities in Sichuan, China as an example, and makes an in-depth study on the factors affecting the employees' satisfaction in private colleges and universities through questionnaires and interviews.

**Keywords:** Employee satisfaction; Private colleges; SPSS analysis

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## 1. Background

In the 21st century, the economic competition supported by modern information technology is essentially a competition for talents and a fierce competition for human resources. Managers who hold the people-oriented management concept believe that in the process of pursuing profit maximization, enterprises also need to pay attention to employees' attitudes towards enterprises, because only when enterprises establish the awareness of serving employees and pay attention to employees' attitudes towards enterprises can employees better serve enterprises, thus helping enterprises achieve the goal of profit maximization. In fact, employee satisfaction and benefit maximization are not contradictory, and the former is a necessary condition for the latter. As an important force in the field of education, private colleges must attach importance to the job satisfaction of college teachers in order to meet the needs of the new era.

## 2. Meaning and value

### 2.1 Theoretical significance and value

In terms of theoretical significance and value, the main body of this survey is private colleges. This study is helpful to deepen the understanding of the influencing factors of teachers' satisfaction in private colleges and enrich the application of expectation theory, ERG theory and two-factor theory in the field of education.

### 2.2 Practical significance and value

On the practical level, this study provides strategies and suggestions for private colleges and universities in Sichuan to improve human resource management and teachers' satisfaction. By identifying and analyzing the factors that affect teachers' satisfaction, private colleges can formulate human resources policies more pertinently, improve teachers' working conditions and environment, provide more career development opportunities and optimize school management. These measures are helpful to attract and retain excellent teachers, improve the quality of education and promote the stable development of schools.

## 3. Theoretical basis

### 3.1 Expectation theory

It was first put forward by psychologist Vroom, who thought that employees' work motivation is closely related to their job expectations, and the size of work motivation depends on the product of job expectations and valence. Therefore, understanding employees' expectations