

Application and Effect Evaluation of Enterprise Mentor System in Undergraduate Internship

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ABSTRACT

The enterprise mentor system is an innovative model of collaborative education between schools and enterprises, aimed at promoting the effective connection between talent cultivation in universities and the employment needs of enterprises. This article focuses on the application of the enterprise mentor system in undergraduate internships, exploring the implementation strategies of the system from three dimensions: precise setting and dynamic adjustment of internship goals, full process guidance and feedback mechanism during the internship process, and multidimensional evaluation of internship results and career development linkage. Research has found that the mentorship system in enterprises involves the cultivation of students' vocational abilities, the optimization of talent training models in universities, and the expansion of talent reserve channels for enterprises. This article aims to explore in depth the mechanism of the enterprise mentor system in the cultivation of applied talents, providing reference for improving the collaborative education model between schools and enterprises, and promoting the close connection between higher education and economic and social development.

KEYWORDS

Enterprise Mentor System; Undergraduate internship; Collaborative education between schools and enterprises; Practical ability; Effect evaluation

The enterprise mentor system is an important carrier and implementation form of collaborative education between schools and enterprises. Through deep cooperation between schools and enterprises, outstanding talents from enterprises are jointly selected to serve as internship enterprise mentors, and a "dual enterprise mentor" collaborative guidance mechanism is established, forming a paradigm shift in talent cultivation from being solely led by schools to being jointly led by schools and enterprises. The enterprise mentor system effectively solves the difficulties faced by universities in cultivating applied talents, such as insufficient practical resources. Introduce enterprise mentors to participate in internship teaching, timely fill the gaps in practical education in universities, and strengthen the precise connection between talent cultivation and industry demand. At the same time, enterprise mentors can not only leverage their professional advantages but also realize their own value in participating in undergraduate training, discovering, cultivating, and reserving high-quality talent resources for enterprises.

1 Overview of Enterprise Mentor System

The enterprise mentor system is a beneficial exploration of collaborative education between schools and enterprises, aimed at promoting precise alignment between talent cultivation in universities and the employment needs of enterprises. Under this mode, the school and enterprises work together to build a practical teaching platform, develop professional courses and guide students' practice. As a business mentor for students, it is usually served by business managers or technical experts. They utilize their rich industry and practical experience to provide diverse guidance services for students both on and off campus, including lectures, visits, and practical training. The content covers two major areas: imparting professional knowledge and guiding career development. Through the careful guidance of enterprise mentors, students can gain a deep understanding of the current development status of the industry, master key practical skills, combine theoretical knowledge with practice, and comprehensively enhance their professional technical abilities. In this process, students can combine their theoretical knowledge with practical experience, enhance their professional and technical abilities, fully perceive corporate culture, cultivate professional aspirations, achieve a smooth transition from school to enterprise, and shorten the adaptation period.

2 The Application of Enterprise Mentor System in Undergraduate Internship

2.1 Precise Setting and Dynamic Adjustment of Internship Objectives

The application of the enterprise mentor system in undergraduate internships is mainly reflected in the precise setting and dynamic adjustment of internship goals. Enterprise mentors, with their industry experience and professional perspective, can accurately grasp the balance between the actual needs of the position and the development needs of

students. At the beginning of the internship, the enterprise mentor communicates deeply with university teachers to comprehensively understand the students' professional background, knowledge structure, and skill level, and then customizes an internship plan that suits their characteristics.

In the goal setting stage, enterprise mentors develop differentiated internship goals for students with different professional backgrounds. For engineering students, enterprise mentors usually design a series of progressive technical tasks, such as equipment operation, parameter debugging, technical improvement, etc., to guide students to transform theoretical knowledge in the classroom into the ability to solve practical problems; For business students, enterprise mentors focus on arranging tasks such as market research, data analysis, and marketing planning to promote the improvement of students' business thinking and project management abilities. This professional oriented goal setting makes the internship content highly compatible with students' professional learning, effectively enhancing the pertinence of the internship.

During the internship process, the enterprise mentor closely monitors the performance and growth trajectory of the students, continuously evaluates and dynamically adjusts the internship goals. When students demonstrate unexpected learning potential, corporate mentors will timely increase the difficulty of tasks, such as increasing project complexity, expanding responsibility scope, or introducing innovative elements, to stimulate students' advanced abilities; When students encounter bottlenecks in specific stages, enterprise mentors will reorganize knowledge points, adjust task difficulty or change guidance methods to help students overcome obstacles. The dynamic adjustment mechanism of this goal not only avoids the low learning efficiency caused by overly simple internship content, but also prevents the frustration caused by overly difficult tasks, keeping students in the optimal learning range at all times. The precise goal setting and flexible dynamic adjustment under the enterprise mentor system break the limitations of the traditional "one size fits all" approach in internships, making the internship content more in line with market demand and individual student differences, significantly improving the quality of internships and educational effectiveness.

2.2 Full process guidance and feedback mechanism for internship process

The prominent application of the enterprise mentor system in undergraduate internships is the comprehensive guidance and feedback mechanism throughout the internship process. This mechanism runs through the entire internship cycle, from pre job preparation to project execution and final evaluation, forming a complete internship guidance loop. During the pre job preparation stage, enterprise mentors provide systematic training to help students quickly integrate into the corporate environment. The carefully designed onboarding training by the enterprise mentor covers aspects such as interpreting corporate culture, streamlining business processes, and explaining job responsibilities, enabling students to have a clear understanding of the internship position. This targeted pre job guidance significantly shortens students' adaptation period and lays a solid foundation for the subsequent internship tasks.

During the internship stage, the enterprise mentor adopts diversified guidance methods to continuously follow up on the students' internship status. By regularly holding teacher-student meetings, enterprise mentors can timely understand students' work progress and difficulties encountered; Through one-on-one tutoring, enterprise mentors can provide personalized guidance tailored to individual differences of students; Through project review, enterprise mentors guide students to analyze the causes of problems and optimize solutions. In specific project execution, enterprise mentors guide students to develop detailed and feasible work plans, set phased goals, and ensure timely completion of tasks through regular inspections. This process oriented guidance enables students to gradually improve their professional skills and problem-solving abilities through practice.

In the feedback evaluation process, the enterprise mentor has established a three-dimensional feedback mechanism. Corporate mentors not only communicate their work performance to students through formal performance evaluations, but also provide immediate feedback through informal channels such as daily communication. These feedbacks include both affirmation of students' strengths and suggestions for their shortcomings, helping students objectively understand themselves and clarify improvement directions. After the project is completed, the enterprise mentor organizes a systematic summary activity to guide students to sort out internship experiences and lessons, extract practical experience, transform scattered internship experiences into structured knowledge and abilities, and achieve cognitive sublimation. The implementation of a comprehensive guidance and feedback mechanism has made internships no longer a simple work experience, but an important platform for students to enhance their professional abilities and qualities simultaneously.

2.3 Multi dimensional evaluation of internship achievements and integration with career development

The application of the enterprise mentor system in undergraduate internships is deeply reflected in the multidimensional evaluation of internship results and the connection with career development. The scientific design of the evaluation system and the precise guidance of career planning constitute important value support for the enterprise

mentor system.

The evaluation system constructed by enterprise mentors breaks the traditional single result oriented assessment mode and forms a comprehensive evaluation framework covering multiple dimensions such as professional ability, professional ethics, innovative thinking, and team collaboration. At the operational level, enterprise mentors flexibly use a combination of quantitative and qualitative evaluation methods. Objectively measure students' work performance through quantitative indicators such as task completion rate, project contribution, and number of problems solved; At the same time, by combining qualitative evaluations of students' communication and expression, learning attitudes, stress resistance, and other aspects, a three-dimensional presentation of students' comprehensive qualities is presented. This evaluation method not only focuses on 'what was done', but also on 'how' and 'why', making the evaluation results more comprehensive and valuable for reference.

More importantly, enterprise mentors organically link internship evaluation with students' career development, achieving a forward-looking layout for talent cultivation. For students who perform well in internships, enterprise mentors will create high-level internship opportunities such as participating in core projects and cross departmental rotations to expand their horizons and ability boundaries; For students with clear career intentions, enterprise mentors provide targeted career planning advice and even open up direct employment channels. For students who have exposed their weaknesses during internships, enterprise mentors will not simply deny them, but will conduct in-depth analysis to identify growth bottlenecks, assist them in developing targeted ability improvement plans, and focus on breakthroughs in subsequent internships.

This design of enterprise mentorship system that integrates evaluation and development makes internships no longer just an experience on students' resumes, but an important starting point for their career development. Students gain self-awareness through professional evaluation by corporate mentors, clarify their development direction through career guidance from corporate mentors, and achieve a smooth transition from school to the workplace through school enterprise collaboration. At the same time, this mechanism also provides an effective way for enterprises to accurately identify and cultivate reserve talents, forming a virtuous cycle of win-win between schools and enterprises.

3 Evaluation of the effectiveness of the enterprise mentor system in undergraduate internships

3.1 Improving Internship Satisfaction: A Student Perspective

Internship satisfaction is an important indicator for evaluating the application effect of the enterprise mentor system from the perspective of students. Related studies have shown that students who receive guidance from corporate mentors are significantly more satisfied with their internship work than those who do not participate in the project. This is mainly due to two reasons: firstly, with the help of enterprise mentors, students can obtain richer and more systematic practical opportunities, and their professional skills can be fully exercised; Secondly, the careful guidance of enterprise mentors on students' career development helps them establish their career direction early and enhances their sense of professional identity. It can be seen that the enterprise mentor system effectively enhances students' sense of achievement and satisfaction, and promotes the overall improvement of internship teaching quality.

3.2 Evaluation of Talent Cultivation Quality: A University Perspective

For universities, the introduction of the enterprise mentor system is an important measure to deepen educational reform and improve the quality of talent cultivation. On the one hand, the implementation of the project promotes teachers to update teaching content in a timely manner, improve teaching methods, and make theoretical teaching more closely aligned with practical needs; On the other hand, students' comprehensive abilities have been significantly improved through internship practice in enterprises, laying a solid foundation for their growth into high-quality applied talents. Studies conducted by some universities have shown that graduates participating in corporate mentorship programs have significant advantages in terms of employment competitiveness and career development potential.

3.3 Feedback on the effectiveness of internship talent cultivation: from the perspective of enterprises

As direct participants and beneficiaries of the project, enterprises have the most persuasive evaluation of the enterprise mentor system. Many enterprises have reported that through the systematic training of enterprise mentors, students' professional ethics and practical abilities have been significantly improved, which has greatly alleviated the pressure on enterprises in terms of talent reserve at the grassroots level. At the same time, through the implementation of the project, the guidance ability and comprehensive quality of the enterprise mentor have also been exercised and improved, to a certain extent optimizing the human resource structure of the enterprise. Enterprises generally reflect that by participating in internship training, the work enthusiasm and sense of responsibility of enterprise mentors have been

further stimulated. While imparting professional knowledge and practical experience, enterprise mentors also feel the power of youthful vitality and innovative thinking from students, thus radiating greater work enthusiasm. In addition, enterprises organize enterprise mentors to participate in specialized teacher training to learn advanced teaching concepts and methods, which plays an important role in promoting the comprehensive improvement of the overall quality of enterprise mentors.

4 Conclusion

The enterprise mentor system is a practical choice to implement the concept of collaborative education between schools and enterprises and improve the quality of applied talent cultivation. This article analyzes the connotation and characteristics of the enterprise mentor system, dissects the implementation path of this system in undergraduate internships, and evaluates the practical effectiveness from multiple dimensions. It can be said that the promotion and application of this system not only broadens the channels for practical education in universities, but also provides a broad platform for students' comprehensive development. At the same time, it also provides effective leverage for enterprises to participate in the integration of industry and education and fulfill their social responsibilities. However, it should also be noted that the current enterprise mentor system still faces many challenges in practical implementation, such as the need to optimize the selection and evaluation mechanism of enterprise mentors, deepen the sharing of educational elements between schools and enterprises, and further mobilize the enthusiasm of enterprise mentors to participate. In the future, universities and enterprises should work together to continuously strengthen the construction of enterprise mentor teams, internship project development, process management and evaluation, and focus on building a normalized cooperation mechanism for education, laying the foundation for the optimization and improvement of the enterprise mentor system. Only in this way can the educational value of the enterprise mentor system be fully utilized, promoting the deep integration of talent cultivation in universities and industry demand, achieving the organic connection between the education chain, talent chain, industry chain, and innovation chain, and providing more sufficient talent support for high-quality economic and social development.

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