

Private Business Colleges and Universities are Compound Talents in Law and Business Culture Path Research

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Abstract

The cultivation of interdisciplinary talents in law and business is the basic requirement of the socialist market economy with Chinese characteristics, and it is also the guarantee for the comprehensive development of law-based governance, which is of great significance for private colleges and universities to establish the characteristics of running schools and improve the quality of students. This paper sorts out the problem of the cultivation path of "law and business" compound talents in private business universities, and conceives the difficulty and training path of law and business compound talents, and proposes a rational path to construct the cultivation of law and business integration talents, in order to provide effective reference for the cultivation of law and business compound talents in private business universities.

Keywords

Law and Commerce; Private Universities; Cultivation of Compound Talents.

1. The Necessity of Constructing a "Law and Business" Compound Talent Training Path

With the development of social economy, the legal business of enterprises is increasing year by year and the complexity is deepening, and the trend of cross-integration of law and business is becoming more and more obvious, which poses a new challenge to the cultivation of law majors in applied undergraduate universities[1]. Therefore, to a certain extent, the construction of "law and business" compound talents is conducive to meeting the needs of enterprises and social organizations for compound talents with both legal and business knowledge. According to statistics, the number of cases involving commercial legal disputes has continued to grow in recent years, which highlights the urgent need for legal knowledge in the business field. At the same time, with the advancement of globalization, international business activities are becoming more and more frequent, and the demand for "law and business" compound talents with international vision and cross-cultural communication skills is also increasing. Of course, the construction of a "law and business" compound talent training path is also the key to improving the quality and competitiveness of private business universities. By integrating legal and business education resources and optimizing the curriculum, we can cultivate interdisciplinary talents who understand both law and business, thereby enhancing students' competitiveness in the job market. For example, a well-known private business university has strengthened its cooperation with the School of Law in recent years and jointly opened an experimental class of "integration of law and business", through interdisciplinary learning and practice, the comprehensive quality of students has been significantly improved, and the employment rate and salary level have also been increased accordingly.

From the perspective of the analytical model, the construction of the "law and business" compound talent training path is in line with the trend of social and economic development and the law of talent training. According to the SWOT analysis method, it is not difficult to find that

private business colleges and universities have unique advantages in cultivating "law and business" compound talents, such as flexible school-running mechanism, teachers with integrated industry and education, and close industry ties. At the same time, with the increasing demand for "law and business" compound talents, the construction of this path has both huge opportunities and many challenges. However, in general, it is an inevitable choice for private business colleges and universities to adapt to the needs of social development and improve the quality and competitiveness of education.

2. Overview of the Training Path of "Law and Business" Compound Talents

2.1. The Current Situation of the Cultivation of "Law and Business" Compound Talents in Private Universities

At present, the cultivation of "law and business" compound talents has shown a positive development trend in private business universities. With the increasing demand for compound talents in society, more and more colleges and universities have begun to pay attention to the cultivation of "law and business" compound talents. However, there are still some practical shortcomings in the actual cultivation process. On the one hand, some private colleges and universities do not have a deep understanding of the definition and characteristics of "law and business" compound talents, resulting in a lack of pertinence and effectiveness of the training program. On the other hand, due to the limited faculty and teaching resources, it is difficult for some colleges and universities to provide sufficient practical opportunities and case analysis, so that students' practical ability and innovative thinking cannot be fully exercised and improved. Based on this, we need to re-examine the cognition of private universities, learn from experience, actively learn from the successful practical experience of cultivating such talents at home and abroad, and introduce teaching methods such as case teaching method and moot court to strengthen the cultivation of students' practical ability and innovative thinking. At the same time, colleges and universities can also establish long-term and stable cooperative relations with enterprises and legal institutions to provide students with more practical opportunities and career development resources. In addition, in order to better evaluate and optimize the training path of "law and business" compound talents, we can establish scientific evaluation standards and methods, such as using questionnaires, interviews and other methods to collect feedback from students and employers, and continuously improve and optimize the training program. In short, the current cultivation of "law and business" compound talents still faces many difficulties in private business universities. Private colleges and universities need to continuously innovate and improve training programs, strengthen practical teaching and school-enterprise cooperation, and strive to cultivate more "law and business" compound talents that meet the needs of society.

2.2. Problems and Deficiencies in the Process of Cultivating "Law and Business" Compound Talents in Private Universities

The shortcomings in the cultivation of "law and business" compound talents in private business colleges and universities cannot be ignored. First of all, some colleges and universities lack clear goals and positioning in the cultivation of "law and business" compound talents, resulting in a disconnect between curriculum and teaching content and market demand. According to the survey data, about 60% of graduates believe that there is a big gap between the knowledge they have learned during school and the actual job needs. This misalignment between education and the market not only affects the employability of students, but also restricts the improvement of the quality of talent training in colleges and universities. Secondly, the shortage of teachers in private schools is also an important factor restricting the cultivation of "law and business"

compound talents. At present, many private business colleges and universities lack "law and business" compound teachers with rich practical experience and profound theoretical literacy. According to statistics, less than 30% of teachers have both legal and business backgrounds, which limits the depth and breadth of the cultivation of "law and business" compound talents to a certain extent. In addition, the weakness of practical teaching is also a major challenge in the current training process of "law and business" compound talents. Although many colleges and universities have set up practical teaching links, they are often mere formalities and lack real and effective practice platforms and opportunities. As the famous educator Mr. Tao Xingzhi said, "Education can only make a difference and truly become education through life." "Constructing a curriculum design that reflects both the rigor of law and the flexibility of business has become a key issue that needs to be solved urgently in the cross-training of law and business[2]. The lack of practical teaching makes it difficult to cultivate outstanding talents with the ability to "law and business".

To sum up, in view of the shortcomings of private business colleges and universities in the cultivation of "law and business" compound talents, colleges and universities should be based on comprehensively improving the quality of talent training, clarifying the goals and positioning of talent training, strengthening the construction of teaching staff, improving the practical teaching system, and strengthening the connection and cooperation with enterprises and society. In this way, we can cultivate outstanding talents who truly meet the market demand and have the compound ability of "law and business". Adhere to the interdisciplinary integration and development, improve the ability to cultivate talents, and strengthen the characteristics of "integration of law and business" and the education system [3].

3. The Reasons for the Dilemma of the Training Path of "Law and Business" Compound Talents

3.1. Unclear Target Positioning

The first thing that cannot be ignored is that some private business colleges and universities are not clear enough about the training goals of "law and business" compound talents, resulting in a disconnect between the curriculum and teaching content and the market demand. Some colleges and universities pay too much attention to the teaching of legal knowledge and ignore the cultivation of business practice ability, which makes it difficult for students to apply legal knowledge to business practice, resulting in the phenomenon of "industry-university-research" disconnection.

3.2. Insufficient Teachers

The shortage of teachers is also an important factor restricting the cultivation of "law and business" compound talents. At present, although some private business colleges and universities have introduced a large number of high-level talents, there have been great breakthroughs in both the academic ratio and the teacher-student ratio, but the number of theoretical teachers still occupies an absolutely dominant position. However, there is a shortage of "law and business" compound teachers with rich practical experience and profound theoretical literacy, resulting in uneven teaching quality.

3.3. The Level of Practical Teaching is Weak

The weakness of practical teaching level is also one of the serious problems faced by private schools in the process of cultivating compound talents. Many colleges and universities are still stuck in the traditional general education, theoretical teaching and conductive teaching, the "heavy theory" of teaching leads to students' learning is also biased towards theorization, and the "law and business" compound talent training path is inseparable from the cooperation between schools and legal institutions, otherwise it is difficult for schools to provide students

with sufficient practical opportunities and platforms, resulting in students' lack of practical experience and practical operation ability.

4. The Experience Reference of the Cultivation of "Law and Business" Compound Talents

4.1. Practical Experience in the Cultivation of Foreign "Law and Business" Compound Talents

Many attempts have been made at home and abroad for the practice of cultivating compound talents of "law and business", and a variety of successful experiences have been obtained. The close cooperation between business schools and law schools in the United States is quite frequent, which provides a good soil for the cultivation of "law and business" compound talents. For example, well-known business schools in the United States, such as Harvard Business School and Stanford Graduate School of Business, have established in-depth cooperative relations with law schools to provide students with interdisciplinary learning and practical opportunities through joint courses and internship programs. This cooperation model not only cultivates the comprehensive quality of students, but also enables them to better adapt to the complex and changeable business environment.

4.2. Practical Experience in China

In China, with the in-depth development of the market economy and the continuous advancement of the construction of the rule of law, more and more colleges and universities have begun to pay attention to the cultivation of "law and business" compound talents. Drawing on the Western "industry-university-research" model, Guanghua School of Management of Peking University was the first to jointly open a double degree program in "Law and Finance" with the School of Law, aiming to cultivate interdisciplinary talents who understand both law and finance. The program has attracted a large number of outstanding students to participate, and after graduation, they have made great achievements in the fields of finance and law. Therefore, experience shows that the cultivation of "law and business" compound talents requires the joint efforts of universities, enterprises and all parties in society. Colleges and universities should strengthen cooperation with law, finance and other industries to provide students with more practical opportunities; Enterprises should also actively participate in the talent training process and provide internships and employment opportunities for students; At the same time, the society should create a good legal environment to provide a strong guarantee for the development of "law and business" compound talents. We have cultivated more compound talents who understand both law and business, and are the main force to make greater contributions to the prosperity and development of society.

5. Analysis of the Specific Path of Cultivating "Law and Business" Compound Talents in Private Universities

5.1. Clarify the Training Objectives and Curriculum of "Law and Business" Compound Talents

Colleges and universities should clarify the training goals of "law and business" compound talents, pay attention to the combination of legal knowledge and business practice, and adjust the curriculum and teaching content to meet market demand. Specifically, we can learn from the practical cases of the cultivation of "law and business" compound talents in cutting-edge private business colleges and universities at home and abroad, and learn from them through the integration of law and business resources, and innovatively set up the "law and business integration" course, aiming to cultivate compound talents with legal literacy and business

thinking. The course content includes legal foundations, business ethics, corporate legal risk management, etc., aiming to enable students to understand the actual situation of business operations and improve their ability to solve practical problems while learning legal knowledge. In order to enhance the effect of practical teaching, the school can also cooperate with a number of enterprises, establish an internship training base, strengthen the practical teaching link, establish cooperative relations with enterprises and legal institutions, provide more practical opportunities and platforms, and help students accumulate practical experience and improve practical operation ability. Students can participate in real-world projects at these sites and apply what they have learned in practice. At the same time, the school can also quantitatively evaluate students' academic performance and enhance their innovation ability by setting indicators such as course performance, completion of practical projects, and publication of academic papers. In addition, colleges and universities should also set up interdisciplinary courses to organically combine law and business knowledge, so that students can use legal knowledge to solve business problems while mastering professional knowledge, including offering courses such as "Business Legal Practice" and "Company Law and Business Ethics", and improving students' legal literacy and business practice ability through case analysis, mock court and other forms. On the other hand, schools need to evaluate students' practical ability by examining their internship experience, legal practice ability, and business case analysis ability. This teaching mode of "production, education and research" not only improves the practical ability and comprehensive quality of students, but also provides talents with "law and business" compound ability for enterprises.

5.2. Pay Clear Attention to Cultivating Students' Innovative Thinking and Entrepreneurial Ability

Private schools can stimulate students' entrepreneurial enthusiasm and improve their entrepreneurial ability by holding entrepreneurship competitions, entrepreneurship lectures and other activities. At the same time, it is necessary to pay attention to the evaluation of students' innovative thinking and professional ethics, such as observing students' innovative thinking and problem-solving ability through holding innovation and entrepreneurship competitions, moot courts and other activities, and examining students' professional ethics and professional ethics through daily teaching and management, exploring students' potential strength, understanding their interests, and encouraging them to participate in the "role substitution" of parties in various legal cases, deeply feel the mechanism of dealing with real legal problems, and improve their legal professional quality and comprehensive skills. These activities not only let students understand the process and skills of entrepreneurship, but also allowed them to practice their teamwork and communication skills. Private business colleges and universities have a broad space and potential in the cultivation of "law and business" compound talents. By innovating the teaching mode, strengthening practical teaching, and focusing on cultivating students' innovative thinking and entrepreneurial ability, the quality and level of talent training can be effectively improved, and the quality of students' practical ability, innovative thinking and professional ethics can be improved. Deliver more talents with "law and business" compound capabilities to the society.

5.3. Private Colleges and Universities Should Strengthen the Construction of Teaching Staff

The premise of ensuring the efficient development of the integration of law and business is the improvement of the teaching staff [4]. The school needs to introduce a large number of "law and business" compound teachers with rich practical experience and profound theoretical literacy to improve the quality of teaching and further improve the quality and effect of the cultivation of "law and business" compound talents. Of course, in the process of building a "law and business" compound talent training path, private colleges and universities should focus on

introducing teachers with legal background and business experience, establish an interdisciplinary teaching team, provide comprehensive guidance and assistance to students, and establish an off-campus tutor system when necessary, so as to promote the gathering of teachers by strengthening project declaration and deepening school-enterprise cooperation. At the same time, colleges and universities can also invite entrepreneurs and legal experts as visiting professors or give lectures to share their experience and insights, increase the weight of Q&A, and allow students to collect and prepare legal cases in advance for on-site "learning", so as to broaden students' horizons and analyze their ideas for dealing with legal issues.

5.4. Learn from the Practical Experience of Business Schools at Home and Abroad

Private schools should learn from the evaluation standards and practical experience of well-known business schools at home and abroad, combined with the actual situation of private business universities, formulate evaluation standards in line with their own characteristics, and refer to the practices of most schools in China. It can cooperate with enterprises to establish internship bases, so that students can have an in-depth understanding of the operation management and legal risks of enterprises during the internship process, and improve their ability to solve practical problems. At the same time, private colleges and universities can also hold entrepreneurship competitions, simulated business battles and other activities to stimulate students' innovative thinking and teamwork spirit, and cultivate their business insight, execution and leadership. In terms of learning from the practices of business schools that have been more successful in foreign practice, private schools should strengthen the innovation of students' learning methods, actively refer to the classic case analysis method of Harvard Business School and the method of "combining theory and practice" with practical teaching simulation, and cultivate students' practical ability and innovative thinking by introducing real business cases, strengthen students' case cognition, and speak with facts. In recent years, with the development of social practice, there are more and more complex economic disputes of all kinds, and the trend of diversification of forms is unstoppable. Drawing on the interdisciplinary curriculum of Stanford Graduate School of Business, we can improve the comprehensive quality and competitiveness of students by integrating multidisciplinary resources such as law and business. Comprehensively consider multiple factors to formulate comprehensive and rigorous evaluation standards. By drawing on the evaluation standards and practical experience of well-known business schools at home and abroad, the accuracy and effectiveness of the assessment are continuously improved, and strong experience support is provided for optimizing the training path of "law and business" compound talents.

5.5. Formulate a Scientific Talent Training Mechanism and Evaluation Methods

The issue of teaching quality is the most essential and core issue in higher education, and the basis for improving the teaching quality of higher education is the establishment and use of the teaching quality evaluation system [5]. Under the guidance of the scientific education mechanism, the training dimensions and evaluation standards for law students should cover the comprehensive quality, professional knowledge mastery, practical ability, social case analysis and processing ability and other aspects to enhance their practical persuasiveness. On the other hand, private colleges and universities should establish a scientific evaluation mechanism for their own "compound" talent training standards, accurately evaluate the effect of "law and business" compound talent training, and normalize tracking and supervision. Schools can collect students' feedback and learning results through questionnaires, interviews, examinations, etc., on a class-by-class basis, to understand the problems and deficiencies in the talent training mechanism and evaluation methods of private colleges and universities, and to adjust and optimize the training program in a timely manner to "prescribe the right medicine". At the same time, colleges and universities can also learn from the advanced compound talent

evaluation models and methods at home and abroad to conduct a comprehensive and objective evaluation of the "law and business" compound talent training path, scientifically and systematically evaluate students' knowledge mastery and practical ability, and comprehensively and objectively evaluate students' comprehensive quality and practical ability, find deficiencies in time, and carry out targeted improvement and optimization.

6. Conclusion

This paper conducts a comprehensive and in-depth study on the training path of "law and business" compound talents in private business universities, puts forward more effective construction measures and practical paths, and evaluates and optimizes the effect of talent training. These studies have important guiding significance and practical value for improving the quality of "law and business" compound talent training in private business universities. At the same time, this paper also provides a useful reference for the reform and innovation of other types of colleges and universities in talent training. In short, to construct a "law and business" compound talent training path, colleges and universities need to start from many aspects such as curriculum setting, practical teaching, faculty construction, evaluation mechanism, etc., to comprehensively improve students' legal literacy and business practice ability. In this way, private colleges and universities can cultivate compound talents who understand both law and business in today's rapid social development, and make greater contributions to economic and social development.

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