The Educational Review, USA, 2024, 8(5), 697-702
https://www.hillpublisher.com/journals/er/
ISSN Online: 2575-7946
ISSN Print: 2575-7938

Analysis of the Causes of Brain Drain in Basic Physical Education—Take Gansu Province as an Example

Chen Ling*, Haoyu Duan

School of Physical Education, Southwest University, Chongqing, China.

How to cite this paper: Chen Ling, Haoyu Duan. (2024). Analysis of the Causes of Brain Drain in Basic Physical Education—Take Gansu Province as an Example. *The Educational Review, USA*, 8(5), 697-702.
DOI: 10.26855/er.2024.05.009

Received: April 12, 2024
Accepted: May 9, 2024
Published: June 6, 2024

Corresponding author: Chen Ling, School of Physical Education, Southwest University, Chongqing, China.

Abstract

This paper takes the basic physical education talents in Gansu Province as an example. The focus is on how to retain existing talent resources and fully and effectively utilize them to address the issue of sports brain drain in the province. This paper employs literature data analysis, field investigations, interviews, and other research methods to discuss objective factors and countermeasures from two perspectives: excess talent reserve and insufficient job demand. To tackle this issue, it is essential to enhance the economic development and poverty alleviation efforts in the province. Additionally, enriching positions related to the provincial sports industry, promoting and training physical education graduates, enhancing the quality of physical education examination graduates, and ensuring continuous skill improvement for physical education teachers and coaches are crucial. Personal and professional qualities help expand the social influence of the discipline and improve the social status of sports.

Keywords

Gansu Province, physical education, brain drain

1. Introduction

Since China's reform and opening up, its economic level has begun an unprecedented rapid development, both the southeast coastal areas and the western less developed areas have been radiated by the national economic policy (Zhang Jixuan & Huang Ruiling, 2018). All kinds of resources are also systematically distributed throughout the country. Especially in the western provinces, the western provinces proposed the western development in 1999 and was formally implemented in 2000, the level of economic development, social development level, and national defense construction level of the Gansu region have been significantly improved. In terms of education, the country's education expenditure for the West is increasing year by year, and the campus infrastructure equipment has been constantly improved, especially in the equipment used for physical education and physical training in the covered middle schools. Affected by the policy, physical education teachers at all levels in Gansu have more opportunities to study or work, and their teaching methods and training programs have become more advanced science year by year.

Even though Gansu has an obvious positive trend in educational resources, there is still a huge gap with the southeast coastal provinces. The problem of sports talent resource allocation is becoming more and more prominent. Most people attribute the reason for this problem to "people go higher, water flows lower". This kind of analysis is not unreasonable, but it ignores the passive loss of basic talents and local characteristics. Through further research, more factors with local

characteristics are shown. In order to alleviate or solve the problem of sports brain drain, it is particularly important to clearly and comprehensively analyze all kinds of reasons.

2. Definition of relevant concepts

2.1 "Talent"

Throughout the period, the definition of "talent" is quite rich. "Cihai" (Shu Xincheng, 1999) pointed out that "talent" is a wise person or a noble person. Professor Liao Quanwen explained the concept of "talent" in his "Human Resource Management" (Liao Quanwen, 2003), thinking that "talent" is a general term for strong ability (including management ability, technical ability, and innovation ability, etc.) and for a country or region. In his "Macro-talent" (Wang Tongxun, 2001), Wang Communication thought that "talent" is the essence and advanced part of the crowd, referring to those who can make great contributions to social development and human progress with their creative labor under certain social conditions. And "talent" into the job, must have the ability to be competent for the post or the basic needs of the development of the unit, and in the later unit or post development can assume a certain responsibility, with the ability to constantly create value (Zhang Zhengchuang, 2022). The development direction of different types of units is different from their work contents, and their internal positions also have certain similarities and differences. Therefore, "talent" must be a person (Zhang Shaoqing, 2022) with strong environmental adaptability and work creativity.

Based on the above interpretation of the meaning of talent, we can know that the meaning of "talent" can be defined from both the broad sense and the narrow sense. In a broad sense, "talent" does not only refer to the group with high education and high level. Those who make contributions to society have positive significance, and their personal life also has a certain value, which can be called "talent". In a narrow sense, "talent" is a person with a certain theoretical level or practical operation ability in a specific standard or specific industry.

2.2 "Physical education talent"

"Physical education talent", as the name implies, is a talent with a certain sports theory knowledge or skill level, and directly participate in or indirectly participates in the physical education teaching work at all levels. For example, colleges and middle, and primary school physical education teachers or social sports instructors. The "physical education talents" involved in this paper are the graduates of physical education majors who will directly or indirectly participate in the physical education teaching work at all levels. As a new force to promote basic physical education, they have a rich theoretical basis of physical education and the practical ability of various sports events, which has a good role in promoting national sports power.

2.3 "Brain drain"

There are some differences in the "brain drain" in the broad and narrow sense. Price J. L. in a broad sense, any movement of employees in the organization of the industry is regarded as a brain drain (Bui Nhat Vuong, 2022). However, some scholars believe from a narrow perspective that the flow of employees from the inside out of the organization is the brain drain (Shahabadi, A., Salehi, M., & Hosseinidoust, S., 2020). If the talent with an important role and ability in the unit or region leaves, in addition to the loss of human capital, the competitiveness of the unit or region will also be affected (Liu Mei, 2022). Relevant studies at home and abroad have found that if a certain unit or region has a talent flow ratio of less than 15%, it has a certain metabolic effect on the development of the unit or region (Hao Suqing, 2018).

3. Comparison of talent drain in physical education in Gansu Province

Pang Shumei pointed out in the analysis of the brain drain in Gansu province that Gansu province has transferred 4,986 professional and technical talents from various fields in the past five years (Pang Shumei, 2016). Among them, the senior professional title talent is transferred, is transferred into 30. A large number of relevant literature shows that in the education industry of Gansu Province, the high proportion of transfer and transfer is mainly obvious in college teachers, which is rare in middle and primary schools.

This paper aims to explore and analyze the key factors of the primary school in Gansu—an imbalance between supply and demand. Middle and primary school teachers in Gansu province main source for home after-graduation employment of local students, because of the particularity of professional, academic students through the college entrance examination after optional professional and direction is more, after graduation employment is wide, home choice teacher industry is low in many choices, in the province to teacher jobs and the corresponding applicants for the basic flat state for a long

time. In contrast, for sports, browse nearly five years the Gansu province ordinary universities admissions professional directory of admissions found that Gansu province's average year through the number of universities at 450 people, and entrance to professional physical education for more than 400 people, this also means that every year there will be a large number of physical education graduates to find a teacher jobs in the province. According to the information statistics released by the human resources and social security bureaus of counties and cities in the province, in recent years, the positions of middle and primary school PE teachers provided in Gansu Province annually account for only about 10% of the number of graduates, resulting in the obstruction of a large number of graduates returning home, and the loss of physical education talents in Gansu Province.

4. Analysis of the loss causes and coping strategies caused by the imbalance of supply and demand of sports education talents in Gansu province

Through the above comparative study, it is found that the phenomenon of imbalance between supply and demand is mainly reflected in the oversupply, that is, the surplus talent reserve and low social demand. These two points are the main reasons for the imbalance between the supply and demand of talent in physical education in Gansu. Now, the following analysis is made from two perspectives:

4.1 Excess talent reserve

4.1.1 Influenced by his personal thoughts and family, he is highly willing to return to his hometown

As a province with a lower economy in both the west and the whole country, more than 90% of the students in Gansu Province in the direction of physical examination come from rural areas, among which male students account for more than 80%, and most of the families have young siblings. Besides learning and training, these students have already served as the main force and "pillar" of family farm work. According to a large number of interviews and surveys, it is found that whether it is the college entrance examination or the university graduation, sports students and their parents in Gansu basically have the idea of being closer to school to home and working closer to their parents. Their lifelong goal is to have a stable job in their hometown. This idea leads to a large number of physical education graduates returning to their hometown every year, resulting in a surplus of talent in that year.

In fact, this kind of situation does not only appear in the sports major, Gansu students generally have such a thought (Sun Haifeng & Li Jing, 2006). The common point is that the family is mostly farming or working, the income is unstable or stable income is low, and the family cannot give their children the capital to "venture" outside, that is, the family cannot provide the corresponding consumption investment in the place, resulting in the difficulty of buying a car and a house, so that the quality of life is obviously inferior to others. It is not so much conservative as involuntarily, which has an important relationship with Gansu's perennial economic development.

In addition to supporting the construction of provinces and cities, the national plan to support the western region should also directly reach every household. In addition to promoting the overall economic development of the western region, it is also necessary to improve the support system to accelerate its economic development speed and gradually narrow the gap between the rich and the poor in the eastern and western provinces and cities of China. The province also needs to introduce policies to strengthen support for low-income and middle-income groups to reduce the burden of children of such families' study and employment; and encourage the development of surplus professionals in all aspects to avoid the waste of talents. Such as the physical education major in addition to the primary and secondary school physical education teachers of other professional talents. It also has its advantages in the recruitment and work of professional positions such as public security, fire protection, and sports bureau.

4.1.2 Optional major single

According to the Ministry of Education of the latest catalog of ordinary university undergraduate professionals, we can learn that sports class professionals belong to education, which contains physical education, sports training, social sports guidance and management, martial arts, and the traditional national sports, sports, sports science, sports rehabilitation, leisure sports, physical training, ice and snow sports, electronic competitive sports and management, intelligent sports engineering, sports tourism, sports ability development of 13 professional (Directory of Undergraduate Majors of ordinary Universities (2020 edition), 2022), visible sports students entrance optional professional is relatively rich.

But for Gansu sports students, the optional major and the above list are very different. According to the recent five years of "Gansu Catalogue of Enrollment Majors", it is found that physical education social sports guidance and management, and leisure sports are three majors in Gansu enrollment only physical education. In the past two years, Beijing Sport University has only added a new physical training major in Gan. In addition to the small variety, the number of students

of different majors in Gansu is also different. Every year, the number of physical education majors accounts for more than 80% of the number of all majors. Such a huge enrollment ratio naturally leads to an imbalance of the number of sports students in the province. The last point is the idea. Because of the strong willingness to return to the hometown for employment, the employment direction of the selected major in the province is always considered when choosing the major. However, the underdeveloped economy in the province cannot effectively promote other sports professional positions related to physical education. Physical education major seems to have already become the "trump card mainstream major" in their hearts. It can be seen that the annual surplus of sports and education talents seems to be "logical".

In addition to the most basic effect of improving the economy, the universities in Gansu should balance the proportion of the number of students in the province to develop the sports industry and enrich the relevant positions; the school teachers and coaches should also do well in the ideological education of students. The so-called "good majors" are also declining.

4.1.3 Strong colleges and universities recruit fewer students

Every year, the whereabouts of Gansu sports graduates are also closely related to the discipline strength of the graduating universities. The "double first-class" graduates undoubtedly take the initiative in the post and regional selection. It is understood that among the long-term universities in Gansu, there are only 7 "double first-class" universities, namely Beijing Sport University, Shanghai Institute of Physical Education, Central University for Nationalities, Central China Normal University, Southwest University, Shaanxi Normal University and Shihezi University. And each college perennial in admissions more than single digits, the number of 1 phenomenon also appears, means that four five hundred prospective college students only 20 people can eventually graduate from the strong colleges and universities, and largely free to choose their work place, and general college graduates in central China southeast south China coastal areas developed such as lack of competitiveness, employment choice was forced to become more remote areas such as Gansu or Xinjiang, eventually cause the surplus of teaching talents.

In order to cope with this situation, the province should strengthen the teaching and training ability of Gansu High School physical education teachers, and improve the quality of PE graduates every year, so that more high-quality universities outside the province can recruit students and invest in more enrollment places. All universities in the country should continue to implement the regulations of college enrollment in order to continuously improve the admission rate in underdeveloped western regions.

4.2 Low social demand

4.2.1 The discipline is not strong, and the education departments do not pay attention to

Sports discipline development, discipline status has always been criticized by colleagues, its importance often comes from sports people, rather than the consensus of the outside world, the attribute, physically, but not strong, the current in addition to the examination, has not yet risen to the national strategic demand level (college entrance examination), although its importance increased year by year, has not been enough to change the fate of the discipline turn. Because of this, in many counties and cities in the province of primary and secondary school PE teachers are a larger workload, young teachers often have about 20 class hours a week, And the workload of physical education teachers stipulated by the Ministry of Education is 12-16 hours (Notice of the General Office of the Ministry of Education on Issuing the Guiding Outline of the Teaching Reform of Physical Education and Health (for Trial Implementation), 2021), From the excessive workload of physical education teachers, There should be a lot of room for PE teachers, But education departments seem never to have such a need for PE teachers, Reflected in the "sheep" teaching no interference, the annual school and education system sports activities are less, The quality of their students' teaching and the professional belonging of the physical education teachers is out of the question, The existence value of PE teachers is also affected accordingly, Demand has not been met for a long time. This false saturation leads to only a handful of jobs available each year.

In order to change this situation, not only need national and regional attention, and reform, PE teachers also want to do "making iron also need their own hard". All education departments should see the disadvantages of physical quality brought by exam-oriented education, such as increasing myopia and obesity, so as to develop quality education vigorously; school physical education should also seize the opportunity to gradually expand the influence of the discipline in the society. Physical education teachers should actively learn and master the knowledge and skills of various sports to improve their professional quality. When teachers are recognized by the society, the discipline will be indirectly recognized.

4.2.2 The discipline has strong substitutability

Physical education should belong to a category with strong subject characteristics. Generally speaking, the middle schools in Gansu are relatively good, but some rural primary schools not only do not effectively reflect the characteristics of the

subject, but also the subject threshold is very low, compared with other subjects of "specialized skills", physical education seems that everyone can complete. Because the rural primary school basic teaching equipment and teaching concept are relatively underdeveloped, sports teaching did not form a system of teaching rules and plans, school basic no training task, teaching tasks, are less difficult, so the school and the local education department for physical education teachers low demand, so some school physical education by other subject teachers for a long time.

In addition to the relatively underdeveloped economy, the more important reason for this problem is that the local people do not realize the particularity and importance of physical education, ignore the unique teaching methods and organization methods of their professional teachers, and simply think that physical education is a "play". If we need to change such ideas, physical education teachers at all levels should improve the classroom quality, strictly follow the teaching plan and teaching plan, and formulate a professional evaluation plan for the effect of physical education, so as to fully reflect the professionalism of the discipline; prefectural education departments should actively hold all kinds of rural sports activities, and put every corner of the countryside with advanced sports culture and ideas.

5. Conclusion and suggestion

Through the above exploration of the reasons for the imbalance between supply and demand, the following conclusions are drawn:

(1) The surplus reserve of physical education talents in Gansu Province and the low social demand for this specialty are the main reasons for the imbalance between supply and demand—oversupply.

(2) The main reasons for the surplus reserve of physical education professionals in Gansu Province are the conservative ideas of individuals and families, the limitation of optional majors, and the quota of colleges and universities.

(3) The main reason for the low demand for physical education professionals in Gansu Province is the low social status of physical education teachers in Gansu province, and it is represented by non-professional teachers.

(4) In order to alleviate or solve the problem of physical education in Gansu Province, in addition to strengthening the economic construction and poverty alleviation capacity in the province, enrich the sports industry-related positions in the province; encourage and train physical education graduates, improve the quality of graduates in the province; and continuously improve the professional quality of physical education teachers or coaches. It is beneficial to expand the social influence of the discipline and enhance the social status of PE.

We always believe that as long as the key and root of the problem are identified in the province and corresponding reasonable measures are actively taken point to point, the problem of passive loss of physical education talents will eventually be solved.

References

Bui Nhat Vuong. The impact of human resource management practices on service-oriented organizational citizenship behaviors: does positive psychological capital matter? [J]. Cogent Psychology, 2022, Vol.9(1).

Directory of Undergraduate Majors of ordinary Universities (2020 edition) [J]. Examination and Admissions, 2022(6):61, 62.

Hao Suqing. The reasons of the loss of talent and coping strategies [J]. China Business Theory, 2018 (02): 180-181.

Liao Quanwen. Human Resource Management [M]. Higher Education Press, 2003.

Liu Mei. Research on the application of Human Resource Performance Management in State-owned Enterprises [J]. Management and Technology of Small and Medium-sized Enterprises, 2022(24):114-116.

Notice of the General Office of the Ministry of Education on Issuing the Guiding Outline of the Teaching Reform of Physical Education and Health (for Trial Implementation) [EB/OL]. (2021-06-23) [2021-07-22]. http://www.moe.gov.cn/srcsite/A17/moe_938/s3273/202107/t20210 721_545885.html.

Pang Shumei. Analysis on the current situation of brain drain in Gansu Province [J]. Enterprise Review, 2016(3):142.

Shahabadi, A., Salehi, M., Hosseinidoust, S.E. The Impact of Competitiveness on Brain Drain, GMM Panel Approach [J]. Journal of the Knowledge Economy, 2020, 1-16.

Shu Xincheng. Cihai [W]. Shanghai: Shanghai Lexicography Publishing House, 1999.

Sun Haifeng, Li Jing. Why Gansu Talents do not love home: Reflections on the phenomenon of brain drain in our province [N]. Gansu Daily, 2006.

Wang Xingxin. Macro Talent [M]. China Social Sciences Press, 2001.

Zhang Jixuan, Huang Ruiling. How to retain the second and third tier talents [J]. People's Forum, 2018, 7.

Zhang Shaoqing. Small micro-enterprise brain drain problem and countermeasure research [D]. Shandong Construction University, 2022. DOI: 10.27273/dc nki. Gsajc. 2022.000479.

Zhang Zhengchuang. The role of human resource management in reducing the brain drain of enterprises [J]. Chinese Science and Technology Journal Database (full-text Edition) Economic Management, 2022, (4):165-168.