

Evolution characteristics of the spatial network structure of tourism efficiency in China: A province-level analysis

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Abstract

Evolution characteristics of the spatial network structure of tourism efficiency in China: A province-level analysis” conducted a study to explore the evolution characteristics of the spatial network structure of tourism efficiency at the provincial level in China. These valuable conclusions are as follows. First, during the sample period, tourism efficiency was generally stable nationwide, except for a slight decline at the end of the sample period. Second, the overall fluctuations of network density and network correlation degree decrease, which indicated that the spatial network structure of tourism efficiency became loosely linked during the sample period; a cooperation mechanism for tourism development in various provinces should be established as soon as possible. Third, province-level tourism efficiency in China shows apparent core-periphery structure characteristics; the overall core-periphery structure development tends to be group-centered, and the spatial connection is strengthened

Introduction

Based on the above-mentioned conclusion, a quite few recommendations are provided for policy-makers. First, a crucial aim for high-quality tourism-linked economic growth would be to alleviate the imbalanced tourism efficiency among the different regions of China. Therefore, the establishment of coordination and cooperation mechanisms is of great significance for both the satisfaction of tourism demand and to assure sustainable development in tourist destinations. Second, the spatial network structure of tourism efficiency proved both complex and dynamic [1].

The primary research question is: “Can a professional development plan and assessment process impact organizational learning and growth?” Through the professional development process, assessments, leadership, and feedback, an employee of New Horizons can reflect on organizational policies and procedures they have addressed, actions to reach developmental they have taken goals, evidence of outcomes, and resources they may need to continue to improve. Issues such as social media usage could be evaluated by implementing an effective professional development plan and assessment module so employees can reflect on how well they understand agency guidelines on using social media and opportunities for improvement.

A good PDP is not just the responsibility of a human resource department but should be in the DNA of the whole organization. Professional development should be an intrinsic part of standard operating procedures. Part of the issues with social media usage in this organization is the lack of professional development in this area. Leadership teams that support professional development of personnel can ensure triumphant long-term service for the agency. A PDP should not be a once a year appraisal. A PDP can help to establish training and developmental needs. PDPs should focus on the following:

Furthermore, the practical implications mentioned above, explicitly articulated in a China case study, tend to have enriched

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application, at least, to other developing countries or New Emerging Economics progressing toward specific goals, such as proper usage of social media as a communication tool for reaching clients concerning the education and treatment of autistic children.

Seguin suggested a professional development program for nurses to address clinical problems and increase employee retention. The purpose of this program was to have active staff nurses establish, direct, and reflect on their practices for developing leadership, increasing knowledge, facilitate learning to help new nurses and to reflect on their practice. Seguin implied that the professional development plan helped their organization reduce time to obtain electrocardiograms for patients, decrease the likelihood of triage bottlenecks, which delay critical treatments, increased nursing staff empowerment, and retention. A well-organized professional development plan can serve New Horizons in the same capacity for management, education, administration, communication, and agency guidelines [1].

Lovering suggested social media could be a powerful tool for business. However, establishing a professional plan for employees is necessary to avoid the negative effects of social media. Lovering implied that two of the most considerable problems with improper uses of social media are tracking negative or misleading statements and accidental dispensation of confidential information. Tracking negative or misleading statements can be an enormous problem for companies, with social media it can be an added burden. However, training employees on policies and procedures associated with social media can help to prevent this problem. Using a professional development plan and assessments can help to reinforce the guidelines and allow for the employee to reflect on how well they understand and utilize best practice in using social media [2].

Unauthorized employees speaking on the agencies behalf is another difficult area to monitor for companies. The improper uses of social media make it even more challenging. A greater dependence on social media can

bring with it an array of organizational concerns. Nevertheless, a professional development plan can help to create a mindset with employees concerning ethical guidance for the usage of social media associated with company issues [2].

Action research to appraise professional development plan usage

With the advancements of a professional development plan (PDP), it will be essential to formulate a general action research process to collect data. This process can be essential to evaluate how the PDP is working and how effective

it is in establishing awareness for organizational problems, and a method for employees to assess and reflect on evidence concerning their progression toward a better understanding and efficient usage of organizational information [3].

Yigit and Bagceci evaluated the contributions of action research to teachers' professional development. The professional development was essential for organizational goals and policies. The study consisted of six educators that appraised the usage of action research in professional development. Establishing an effective PDP is a significant factor to ensure the efficiency of improvements at any level. Yigit and Bagceci suggested that a development plan can help professionals assist clients to improve their skills, realize their potential, and acquire knowledge. It is essential that employees have the confidence, skills, and awareness to reach professional goals. A productive PDP can help to affirm this process at New Horizons. The researchers suggested that the teachers in their study conveyed that action research had a productive impact on their professional development in the following ways:

- Knowledge of field
- Discipline
- Positive impact on learners
- Methodologies
- Conscious of actions
- Job description

Yigit and Bagceci suggested that action research is a cycle of inquiry. This cycle of action can be used to identify problems or weaknesses. The action research approach coordinates well with a PDP. The chart below compares the steps involved in both general action research and professional development action steps: With New Horizons' concerns about the uses of social media, it is essential that an action research study be utilized to collect data on how a PDP and assessment process will serve the agency's needs with this matter.

Castro-Garcés and Martínez-Granada suggested that action research focuses on driving change in a context study. The collection of data in an action research approach begins with a question that leads to an investigation and establishing techniques for collecting data. Once the data is collected, it must be interpreted to develop and implement an action plan to address the problem. The researchers implied it would be essential to appraise the current plan to assess new problems. Then the most important part of the process, reflection [3,4].

The reflection process should involve the following questions:

- What does the data tell us?
- What changes could be instituted?

The action research approach is a cyclical process to ensure an ongoing enrichment mechanism to engage problems and information to enact change. Using an action research design for collecting data is an appropriate methodology process to pilot this study because it will allow the staff at New Horizons to be co-researchers and focus on realizing practical solutions to

developmental and communication issues within the agency. Green and Huntington used an action research approach to collect data in the public healthcare environment to determine a best practice approach in providing safe and effective interventions for clients. The participants in the action research model worked in small professional development communities to classify potential professional development subject matter (social media) and the development of an online learning lesson program for employees. After the staff had taken the online learning activities, the activity would be evaluated to identify areas of learning needs. The key feature of this cyclical process is that information that is obtained from the online assessments could be used to create other learning activities. The feedback that is communicated to the staff will allow them to reflect on their knowledge and opportunities for improvement [5].

Solution-based on data collection

The proposal to use an effective action research learning process can be very valuable to New Horizons. Huh, Lee suggested that action learning distinguishes itself from other learning methods in that necessitate learners to take actions centered on project outcomes. During implementing a solution based on data collection, and reflecting on the ramifications of their actions, the learners are given more opportunities for improvement through learning activities. This solution-based approach has many benefits it encompasses a multifaceted process and a higher level of participation from staff members [6].

The goal in the solution process is to enable staff to be able to collaborate with researchers, establish agendas, build solutions to opportunities for improvements they have identified, and improve their professional progression in an ethical method. The Glossary of Education Reform suggested evaluating our solution based on data collection [6].

We will guide the process by these five learning-centered questions:

- What do employees need to know?
- How will we know that they have obtained it?
- How will they acquire the learning?

Furthermore, the practical implications mentioned above, although explicitly articulated in a China case study, tend to have enriched application, at least, to other developing countries or New Emerging Economics. This article is a favorable reference for tourism economic researchers and those in related academic circles.

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