

Research on College Student Management Based on the Concept of "People-oriented"

Xin Zhou

Zhoukou Normal University, Zhoukou, 466001, China

Abstract

Only by doing a good job in student management can colleges and universities promote students' talent and all-round development, and then better achieve the objectives of education and talent training. In the new era, college students have distinct personality and enhanced self-awareness and right awareness. Student management should be reformed according to changes. Student management is people-oriented and meets the development needs of contemporary college students. Therefore, this paper studies the management strategy based on this.

Keywords

Colleges and universities; Student management; People oriented; Effective strategy.

1. Introduction

Contemporary college students are full of personality and have a strong sense of rights. They hope to be recognized, understood and respected. If we continue to adopt the original mode and method in student management, the actual effect will be greatly reduced. Based on this, the management of college students in the new era should have targeted changes, adopt humanized management, strengthen service, give enough respect, love and understand students, and make them truly convinced, so as to carry out self-management and self-education at ordinary times. In this way, under the working atmosphere and mode of student management, higher work objectives and effects will be achieved, and students will develop in an all-round way in the process of guidance, improvement and correction.

2. Analysis on the Deficiency of Student Management

2.1. Lack of People-oriented Consciousness

In the traditional college student management, it is more mandatory management, which requires students to do according to the requirements, ignoring their understanding and respect. Modern college students have a strong sense of autonomy, compulsory and administrative management, lack of people-oriented consciousness, and have more discipline, which usually arouses resistance psychology. It is easy for students to disobey or confront managers in student management, which will not only affect the quality of management work, but also lead to problems in student development and poor comprehensive management effect. The management work focuses on controlling students and making them abide by school rules, and lacks attention to the all-round development of students.

2.2. Ignore Individual Differences

At present, college students have distinct personality, everyone is an independent individual, and there are differences in personality, specialty, hobby, concept, thought and behavior. According to the research on the management of college students, it is found that the unified management of students is not people-oriented most of the time. Generally, rules and regulations will be formulated to require everyone to abide by, act and do things according to

the requirements. Students are forced to keep pace, and their personality is difficult to be released. At the same time, they will not be able to obtain benefits for their own development. For a long time, college students will have a strong sense of oppression, which is not conducive to physical and mental health, can not achieve optimal development, and is easy to stifle students' creativity. Finally, the talent training in Colleges and universities will have the characteristics of thunder assimilation and lack of personalization, which is not conducive to the long-term development of students, and will also lead to the failure of education to achieve the talent training goal in the new era [1].

2.3. Low Awareness of Active Service

The management of college students is complicated, and the staff mainly deal with relevant things passively, lacking the consciousness of active service. Students' needs are not analyzed in student management, and necessary services are provided on this basis. Students have a relatively low sense of identity with management, have a certain formality problem, and the actual effect is poor. The work focuses on management, the awareness of safeguarding students' rights and interests is not strong enough, and the necessary rights protection services and help are not provided when students need them.

2.4. Insufficient Management Capacity Using the Latest Science and Technology

The development of science and technology promotes the reform of management. Information system, big data technology and cloud computing contribute to the improvement of management efficiency and quality. Under the tide of technological development, college student management has a certain combination with advanced technology, but there is a problem of low effectiveness. It is mainly because the staff have insufficient management ability to use new technologies, and they still focus on human management in their actual work. Due to the low relevant ability and level, they lack effectiveness in their integration with information technology and big data.

3. Effective Strategy of "People-oriented" in Student Management

3.1. Taking All-round Development as the Goal to Lead the Management Work

Student management is most related to the development of college students and the realization of educational objectives, so we should improve quality and efficiency. In the new era, college student management should be combined with educational objectives and student characteristics, take all-round development as the goal, adhere to people-oriented, and manage on the basis of giving students full understanding and respect [2]. The management work should always be student-centered to ensure that it is beneficial to the development of students. The final goal should be comprehensive development. In addition to cooperating with colleges and universities to better achieve teaching objectives, we should cultivate quality talents needed for development in the new era.

On the premise of accurate positioning, student management actively carries out discussions, scientifically and systematically formulates management work plans, implements management responsibilities, and makes various arrangements and arrangements. Strictly implement the actual management, promote the smooth progress and high-quality completion of the work, and finally achieve the goal of helping students' all-round development through management. Student management should pay close attention to students, analyze all aspects of problems from reality, and then carry out ideological guidance purposefully according to the needs of development, and strengthen the education and penetration of behavior, psychology and legal system in the treatment of violations of school discipline and rules.

3.2. Do A Good Job in Differentiated Management

Each college student is independent and has personalized characteristics in personality, specialty, interest, thinking and so on. In student management, only by carrying out work according to the actual situation of individuals can we better tap and stimulate their potential and promote creation, their personality will be more distinct, they will get better development in their respective fields of expertise, and make students do their best for all kinds of talents needed by the society. This requires changing the unified management, paying attention to students at ordinary times, clarifying the actual problems of individuals through face-to-face communication or online interaction, as well as communication with counselors and ideological and political teachers, and carrying out targeted management and guidance to ensure the development of all students under the influence of management work. In dealing with violations of school rules and regulations, student management should think and analyze from the perspective of students, clarify the source of the problem, and then apply the remedy to the case. Student management should vary from person to person, and adhere to differentiated management [3], which is not only conducive to personality development and physical and mental health, but also mobilized and stimulated in combination with individual actual conditions, so as to make them have a strong desire for self-development.

To carry out student management, we should avoid rigid requirements and enforcement, strengthen humanization of management, and learn to respect and listen. After making mistakes, college students should not be in a hurry to punish. They should provide opportunities for them to state themselves in order to understand their ideas and deal with them better in practical management. In the management, we should be tolerant, let students feel the care and love of the staff, enhance their cooperation, consciously fulfill the school discipline and rules, standardize their words and deeds and establish correct three views in strict accordance with the requirements for current college students. In the actual promotion of management work, we should integrate multiple aspects of individuals, such as professional quality, activity, exploration spirit, peacetime performance, interest, creativity, career planning, do a good job in incentive and guidance, strengthen everyone's awareness of independent development, and guide them to take the initiative and long-term self-management, so as to greatly improve the quality of management work.

3.3. Strengthen Management Services

The management of college students is people-oriented, so we must strengthen the management service. According to the orientation and objectives of student management in the new era, combined with the requirements of people-oriented concept, establish a management service mechanism, and constantly summarize and reflect in practice to improve the service mechanism. Student management services should be proactive. Through communicating with students and collecting information on various platforms for analysis, students' needs for management services should be clarified, and services should be provided purposefully and actively. Student management services should be more comprehensive, expand well, and involve all aspects from the needs and development of students, so as to promote development through management services.

Influenced by the network and bad social atmosphere, contemporary college students have serious ideological and psychological problems. If they do not correct them in time, they will make wrong choices and behaviors, increase the burden of student management, and seriously endanger the development of students. Based on this situation, student management can provide psychological counseling services and health education services. Provide various free consultation and services for employment problems and emotional problems. The forms of student management services should be diversified, open up online and offline channels, ensure that the services break through time and space, and maximize the scope of services [4]. Student

management should combine the needs of safeguarding rights, provide necessary services and strengthen the actual results of work.

3.4. Improve the Technical Level of Management

In order to implement the people-oriented requirements in the management of college students, we should innovate working methods and improve the ability of applying modern technology in management. Student management should strengthen initiative, collect students' speeches on microblog, post bar and campus website, use big data technology to collect and integrate information, then analyze relevance, and determine students' problems in key aspects, such as values, employment, emotion, psychology, political literacy, ideology and morality [5]. Discuss the above problems, integrate them into the student management, study and discuss the solution strategies, and implement them in the work.

Management should strengthen the penetration of moral and psychological education, change the discipline and indoctrination, and use typical cases with educational value or social hot spots to initiate discussions on the Internet. Pay attention to the discussion in real time, do a good job in guiding public opinion, analyze all aspects in combination with the student discussion, clarify the problems and make predictions, and achieve targeted management and advance management. There are many student management jobs, involving various affairs, establishing information management system and using software and technology management. It can not only make the student management more systematic and standardized, but also make the staff master the management situation as a whole, optimize and adjust regularly, and improve the management effect and quality.

4. Conclusion

In short, under the traditional mode of college student management, it is mandatory to implement administrative management and promote work through rigid indicators and requirements. College student management should be people-oriented, respect, love and understand students, and lead the work from their all-round development. In practice, we can enhance the quality of management and make students self-management and self-development through differentiated management, strengthening management services and improving management technology.

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