

## Exploration on Flexible Management Mode of Classes in Universities

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### Abstract

The traditional class management mode in Colleges and universities is mainly rigid management. This management mode has the advantages of centralized power, clear distinction between Weiwei and Weiwei, and the upper line and the lower effect. With the development of society and the progress of the times, its disadvantages are gradually revealed. Flexible management refers to "on the basis of studying the laws of people's psychology and behavior, using non coercive methods to produce a potential persuasion in people's mind, so as to turn the organizational will into people's conscious action." The core of this management model is people-oriented.

### Keywords

Student work; Flexible management; People oriented The influence of dormitory culture on the construction of study style.

### 1. The Meaning of Flexible Management

"Flexible management" is put forward relative to "rigid management". Its biggest characteristics are that internal is more important than external, psychological is more important than physical, physical education is more important than oral teaching, affirmation is more important than negation, incentive is more important than control, and pragmatism is more important than retreat. In essence, it is a new strategy to manage "stability and change". The premise of establishing the concept of flexible management is to change the way of thinking from linear to nonlinear. The difference between the two ways of thinking is that the former is diachronic and the latter is synchronic, which is what we often call synchronous transformation. From the surface phenomenon of chaos, we can see the development, evolution direction and order of things, know the next direction, identify potential unknown needs, and then foresee the changes that will happen and automatically deal with such changes. This is the task of flexible management.

### 2. Explore Flexible Management Methods and Create Flexible Management Mode

#### 2.1. Innovate the Communication Mode Between Teachers and Students and Broaden the Communication Platform Between Teachers and Students

In class management, the most common way of communication between teachers and students is to hold class meetings. There are two disadvantages in this way of communication: one-way communication, and counselors have a strong preaching color. As the leader of the class meeting, counselors mostly only put forward requirements for students from their own subjective consciousness, and did not take the initiative to understand the specific needs and real ideas of students. Although they realized the "upper hand down", they failed to realize the

"lower hand down". In one to many communication, counselors often only pay attention to the common group problems, ignore the specific needs of specific students, and fail to achieve "for all students". Therefore, to achieve flexible management, it is necessary to innovate communication methods and broaden the communication platform between teachers and students.

## **2.2. Fully Authorize and Be A Good Behind the Scenes Commander of Class Self-management**

In managing students, counselors should learn to make good use of the characteristics of students' high quality and strong self-consciousness, cultivate and improve students' autonomy and creativity, and make them have the ability of self-management, self-education and self-service, so as to become the subject of self-education and self-development. In the actual management process, counselors should give students full trust, give them a stage to give full play to their talents, respect the independent personality of college students, enable them to have more autonomy and autonomy, and cultivate the autonomy of college students. In the past, the so-called "out of kindness" arranged agency and "finger pointing" command methods were particularly easy to arouse the resistance of college students. However, counselors should also pay attention to grasp the scale in guiding students in the process of class self-management. Authorization is not equal to decentralization, but to strengthen the tracking management of class management.

## **2.3. Pay Attention to Democratic Needs and Give Full Play to the Spiritual Incentive Function of Flexible Management**

College students have high cultural quality, moral quality and strong democratic thought and consciousness. As student management workers, they must adapt to this requirement: first, they must give students a certain subject status, so that student management can not only "serve students on the basis of respect and understanding", but also "develop students on the basis of relying on and meeting students". Second, we should give students a certain development space to fully show their individuality under the principle of students' self-management and self motivation. Third, we should give students some management power, give students some guidance while delegating power, give targeted guidance to college students according to the situation, fully mobilize their creativity, initiative and enthusiasm, and enable college students to achieve self-growth.

## **2.4. Build Good Class Culture and Values and Improve Class Cohesion**

Marcuse, a famous scholar, believes that "ideas and culture cannot change the world, but it can change people, and people can change the world." People living in the world can not only simply pursue survival and meet simple life needs, but also how to make their life more meaningful and more valuable. This is people's demand for culture. Therefore, the cultivation of excellent class culture is the pursuit of a higher level of flexible management. To strengthen the construction of class culture, the most important thing is to pay attention to the construction of class style, because a good class style is the concentrated embodiment of collective consciousness and modern value. Counselors should closely combine campus culture, students' own characteristics and the characteristics of the times, carefully build, creatively cultivate and build unique class culture and corresponding values, so as to make it play a lasting and powerful cohesive and centripetal role.

## **2.5. Establish A Democratic and Equal Relationship Between Teachers and Students and Strengthen Humanistic Care**

The relationship between teachers and students is the most basic relationship among many relationships in the school. How the relationship between teachers and students directly affects

the quality of education and indirectly affects the quality of talent training. With the development of the times, the concept of education is changing. Education and management itself and even the relationship between teachers and students should also change with this change. In the traditional class management, counselors are often used to realizing class affairs management by means of administrative orders. This management method achieves "management", but ignores "reason". The result is that students are afraid to contact counselors because of fear, and dare not and do not want to have in-depth communication with teachers. In the process of students' flexible class management, counselors should learn to listen to students' voices, communicate with students more, strengthen humanistic care for students, be good confidants of students, and try to avoid the command tone when making requirements to students, so as to pay more attention to "reason" than "management".

### **2.6. Improve Their Own Quality and Personality Charm, and Be A Good Instructor of Students' Class Self-management**

As one of the educators who communicate with students and have the most extensive and in-depth impact on students at all stages of college life, counselors' own cultural quality and personality charm play a great role in demonstrating and influencing college students. Counselors' personal cultural quality is inseparable from their own theoretical knowledge. In order to become an example of students, they must have good theoretical knowledge. The personality charm of counselors is determined by many factors such as their own personality, talent, temperament, behavior and demeanor. A charming counselor will stimulate students' positive enthusiasm and make students learn from them imperceptibly. Therefore, counselors should constantly improve their theoretical cultivation and personality charm, and be good instructors of students' class self-management.

## **3. Conclusion**

The traditional class management model has its rationality, but in the long run, it is not conducive to the healthy and all-round growth and development of students. With the development of society, humanized management has become the general trend. Class management in Colleges and universities should keep pace with the times, break the past rigid management mode, pay attention to flexible management, and truly achieve the modern management concept of "people-oriented".

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