

On Humanized Management in Student Management

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Abstract

Firstly, this paper defines the concept of "humanization" from two levels. Secondly, combined with the practice of humanized management in our student management work, through examples, it shows that in the process of student management, we should highlight the main body of management - student status and role, and promote students' self realization. Thirdly, it makes a further theoretical thinking on the application of humanized management thought to student management, discusses the relationship between "humanized management" and "strict management", and puts forward that humanized management should pay attention to "thanksgiving education" and "personality and moral education". Finally, it is concluded that in the actual operation process of student management, we should highlight the main body of management - the status and role of students; In terms of concept, we should pay attention to the humanization of management, which is not to relax the requirements of management, but to give full play to students' energy, change the education mode into "guiding" and continue to strengthen "gratitude education" and "personality and moral education" under the condition of unchanged or even improved standards.

Keywords

Humanized management; Strict management of students; Management of personality education.

1. Introduction

What is the real humanized management? Humanized management is to be people-oriented, which requires managers to rely on people, respect people, trust people and stimulate people. In essence, it is a management concept and management mode with the fundamental purpose of promoting people's own free and all-round development. In order to prevent the occurrence of school safety accidents, the "captive" management of students completely suppresses the naive and lively personality of students, which is not desirable. First, pay attention to students' emotions. We require teachers to respect each student's personality, emotion and unique experience, individual differences, develop students' potential and provide opportunities for everyone's development.

2. Concept of Humanized Management

"Humanized management" is a management mode that pays full attention to human factors in the whole management process and takes it as its own responsibility to fully tap people's potential[2]. As for its specific content, it can contain many elements, such as respect for people, sufficient material and spiritual incentives, providing people with various growth and development opportunities, and so on. Humanized management essentially requires the release and exertion of human nature. Specifically, it should include the following two meanings:

2.1. Humanized Management Paying Attention to the Management Object - "People"

Humanized management is to highlight people's status and role in the whole process of management and give full play to people's subjective initiative. Humanized management is to regard people as the core of management activities, respect human nature, meet people's reasonable needs, stimulate people's enthusiasm, mobilize people's enthusiasm and give full play to people's creativity.

2.2. Humanized Management Respecting the Value of "People"

Humanized management emphasizes the harmonious development of individual freedom and social order, highlighting harmony, warmth and humanistic care. To put it more thoroughly, humanized management is to respect personality and self-worth. Compared with the management method of weakening personal personality in the past, it is a significant progress. According to Maslow's demand theory, different people, people in different environments and people with different opportunities will have their most direct and highest level needs, but no matter how, gaining respect and realizing self-worth will always be at the highest level.

In short, humanized management is the management thought of paying attention to the most important resource inside and outside the management - people and people-oriented.

3. Practice of Humanized Management in My Student Management

3.1. Highlight the Main Body of Management - the Status and Role of Students

In terms of student management, our college has always followed the traditional "strict management". In practice, the mode of "strict management" usually only tells students what to do, occasionally tells students how to do, and basically doesn't tell students why to do. Such a model, although in the short term, will make the management receive an immediate effect, but when the students become "oil", the effect of management will be very limited.

3.2. Respecting Students' Personality and Promote Students' Self Realization

Our teachers often have the habit of criticizing students in public. Of course, I can't avoid vulgarity. Sometimes I get angry to the extreme. In any case, we should clearly realize that this kind of education method of scolding students in public is inappropriate.

In more than a year of student management, it is common to criticize and educate students. Now students have a strong personality and attach great importance to face. Generally speaking, after a student makes a mistake, no matter how badly he is criticized, as long as he leaves face and steps in front of the public, he will sincerely admit his mistake and try to correct it; If on the contrary, it is often ineffective or even counterproductive to use the method of "severe reprimand in public without asking the reason"[3].

Through continuous summary, I come to the conclusion that only by being close to students, thinking what students think, putting down the high attitude of managers, and achieving the spiritual interaction between teachers and students through mutual respect, moving and moving with emotion, can students emotionally accept the teacher's thoughts, and teachers can successfully understand their ideological dynamics and psychological status, So as to eradicate many potential adverse events that may occur in the bud.

3.3. Taking Care of People with the Management Concept of Human Culture

The charm of management lies not in itself, but in its guiding role in practice. If the idea is the "soul" of school operation, then the management of human culture is the carrier of the idea. Traditional school management emphasizes the authority and hierarchy of school organization

and the standardization of various behaviors, and does not pay much attention to the role of human emotion, personality and other factors. Cultural management regards people as the main object of management and the most important resource of management, that is, it attaches importance to people's initiative in the management process, fully mobilizes people's enthusiasm, excavates people's potential to the greatest extent, emphasizes the role of people's ideas and emotions in management, and emphasizes the functions of self-education and self-improvement. Therefore, the primary task of school cultural management is to establish the management concept of human culture under the guidance of humanistic spirit, so as to lay a solid ideological foundation for building a harmonious cultural management model[3]. On the one hand, in the management activities, school managers should emphasize and pay attention to the leading position of "people" in management, fully mobilize people's initiative, enthusiasm and creativity, and realize the self-management of teachers, students and employees to the greatest extent; On the other hand, in the process of achieving organizational goals, we should purposefully exercise people's will, intelligence and physical strength, so that people can achieve more comprehensive free development beyond the needs of survival.

Teachers reflect the status of masters in school affairs and participate in school management through various ways and channels. On the one hand, it can not only stimulate teachers' sense of ownership and work responsibility, but also stimulate their initiative and creativity, improve teachers' sense of self-worth and enhance their work efficiency; On the other hand, the participation of teaching staff in school management increases the transparency and credibility of school management, makes all teaching staff have a greater sense of trust and belonging to school management, forms a whole between the school and teaching staff, makes each teaching staff understand that personal growth and development are closely related to the development of school undertakings, and improves the pride and sense of belonging of teaching staff Sense of responsibility and mission.

4. Thoughts on the Application of Humanized Management Thought to Student Management

4.1. Relationship Between "Humanized Management" and "Strict Management"

From the viewpoint of dialectics and the unity principle of contradiction, humanized management is a management mode combining "people-oriented" with "social effect". In terms of student management, on the premise of "student-oriented", we should pay more attention to the effectiveness of management, and the two should not be neglected. "Humanization" is not to relax the requirements of management, but to give full play to students' ability under the condition of unchanged or even improved standards, and change the past "how to ask students to do" into "let students understand why to do", that is, to change the mode of education into guiding mode[4]. Through the transformation of educational methods and ideas, the management effect is improved and a qualitative leap is made.

4.2. Humanistic Management Should Permeate "Thanksgiving Education"

While implementing humanized management, we should not forget to instill "gratitude" into students. We should let students understand that no matter what system the school adopts and no matter what educational method the teacher adopts, it is to help them better complete their studies, improve their comprehensive quality and enable them to better move towards the society. Only students with gratitude can have a better foothold in an increasingly competitive society after graduation.

4.3. Humanized Management Should Strengthen "Personality and Moral Education"

In the new social situation, our goal of cultivating talents should be more innovative. We should change from cultivating qualified "working machines" to cultivating qualified citizens and excellent enterprise employees. This requires that student management and moral education work be raised to a new and higher level platform. Only by organically combining humanized management thought, traditional strict management mechanism and advanced moral education concept can we continuously cultivate and improve students' personality[5]. Only by paying attention to and strengthening the "personality and moral education" for students, can students become a person who is beneficial to society, others and has certain moral cultivation when they graduate. The society will also recognize the quality and school running level of our graduates, so as to positively promote the development of our college.

5. Conclusion

At present, under the background of adhering to people-oriented and building a harmonious society, school cultural management has been endowed with richer and deeper connotation. It is urgent for us to stand at a new height, based on a new starting point, focus on new thinking, and promote school humanistic management with a more conscious attitude. Limited by the scientific purpose, school education and management ignore humanization and its education and management, so many limitations are exposed in the purpose, process, content and method of management.

Through the application of humanized management thought theory to some of my work practices in student management, combined with the thinking of humanized management thought, I draw the following conclusions:

Under the changing social situation, our college is now in a period of vigorous development, and the establishment of a higher-level talent training mechanism is imminent. In the actual operation of student management, we should highlight the main body of management, that is, the status and role of students, so as to promote students' self realization; In terms of concept, we should pay attention to the humanization of management, which is not to relax the requirements of management, but to give full play to students' ability under the condition of unchanged or even improved standards, change the education mode into "guiding" and constantly strengthen "gratitude education" and "personality and moral education".

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