

Analysis of Class Management in Colleges and Universities Under the Concept of Differentiation Management

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Abstract: In modern society, the requirements for the quality of personnel training are constantly improving. In order to ensure the delivery of high-level and high-quality talents for the society, colleges and universities must manage all aspects of college students. This paper briefly introduces the connotation of differentiated management concept, and focuses on the specific measures of colleges and universities to carry out class management based on this concept. Only by respecting the individuality development of students and establishing a sound democratic system can the counselor effectively improve the class management effect.

1. Introduction

Class management plays an important role in the overall management of colleges and universities. It is closely related to student management. Scientific and correct management methods are conducive to shaping good class style and style of study. It is important to ensure the healthy development of college students' physical and mental health and to promote their comprehensive competitiveness. significance. If you want to improve the quality of management, counselors should adhere to the principle of advancing with the times, based on the concept of differentiated management, and develop a management plan with strong feasibility and high efficiency.

2. Overview of Differentiated Management Concepts

Differentiation management is an advanced concept that meets the requirements of modern social development. Specifically, it refers to the manager's in-depth investigation and analysis of the personality of the manager, and based on this, develops management measures that can generate incentive effects. Differentiation management requires managers to respect the differences in personality and ability between different managers, and to be able to use the complementary value-added effects brought about by such differences to carry out reliable, targeted, and highly effective educational work. Inspire the potential of being managed. Applying the differentiated management concept to college class management, the counselor needs to summarize the past management experience and combine the college students' ability and quality to develop a management plan to achieve the purpose of improving class management effectiveness.

3. Measures for Colleges to Carry Out Class Management Based on Differentiated Management Concepts

3.1. Adhere to the principle of people-oriented

When colleges and universities carry out class management work based on the concept of differentiated management, they should always adhere to the principle of people-oriented. Since counselors are the main personnel of management classes and students, colleges and universities should require counselors to change the traditional stereotypes in the minds of college students. Adhere to the serious, strict, rigorous and other work attitudes, strengthen interaction and interaction with students, learn to empathize, so that most students can get recognition. In order to change the image, the counselor must first reform his own ideas and correct the cognitive bias in the

role positioning; secondly, actively participate in the students' learning and do their best to help solve the problem; finally, the counselor should think more about the problem from the perspective of the students, understand and understand the students' hardships. For some students who are not good at words and deeds, the counselor should promptly criticize and guide them to make the right decision [1].

Because of the different growth environments, there are obvious individual differences among college students. If colleges and universities can combine the different management concepts with class management, they can effectively improve the professional ability and comprehensive quality of college students, which is of great significance to improve the quality of personnel training. In the course of class management, the counselor should give scientific evaluation to the students in accordance with the concept of humanization. For some students with introverted and slow progress, the counselor can increase the expectations of college students by increasing the number of encouragement and praise. Formulating learning plans to stimulate their interest and motivation in learning, while playing a leading role, helping college students to establish correct values, outlook on life and world view, is conducive to enhancing students' ability to face setbacks and difficulties.

With the support of various information technologies, colleges and universities can use the social software such as WeChat and qq to carry out class management work. On the one hand, they can timely report to the parents the bad words and deeds displayed by the students, on the other hand, they can further grasp the dynamic information of the students. Therefore, colleges and universities should use the Internet, big data, multimedia and other technologies to innovate traditional class management methods, and build a communication platform with reasonable rationality and privacy, which facilitates communication between students and counselors on certain hidden issues; Giving play to the guiding role of such a platform is conducive to timely discovering problems in the physical and mental aspects of students. If counselors take corrective measures to intervene, they can effectively improve the quality of class management.

3.2. Respect the individual needs of students

When using the differentiated management concept to carry out class management work, colleges and universities must clearly respect the importance and necessity of students' individualized development needs, so as to create a harmonious and harmonious class atmosphere, and lay a solid foundation for promoting the deep development of college students. First of all, the counselor should conduct an in-depth investigation on the law of physical and mental development of the students, and comprehensively understand the students' hobbies, aptitudes, values, learning motivation, psychological quality, career planning, etc., so as to ensure that the management plan formulated is more feasible. Secondly, colleges and universities should pay attention to the strength of psychological counseling and career planning teachers, and use professional and authoritative psychological counseling software to help students understand personality traits and professional tendencies. To a certain extent, college students can clarify their own development advantages and deficiencies. It is of great significance to objective evaluation. In the end, counselors should respect the differences in students' professional foundation, comprehensive quality, and personality hobbies, and carry out class management work in line with the concept of "seeking common ground while reserving differences and common development", recognizing students' learning and life. The value created in China will affirm its future development, which can effectively stimulate the individual potential of college students, help to improve the training effect of unity and cooperation, and have a positive impact on improving the defects of traditional class management and creating a "win-win" situation [2].

3.3. Establish a democratic management mechanism

Perfect system and mechanism are the important foundation for the improvement of class management level in colleges and universities. Therefore, colleges and universities should combine the different management concepts with the current situation of class management to develop a democratic and rational democratic management mechanism to provide strong support for strengthening class management. The inner motivation. First, colleges and universities should

establish and improve excellent class evaluation programs, and reward students for obtaining the title, so as to stimulate students' sense of collective honor, which is conducive to improving class cohesion and student enthusiasm. Second, the counselors should base their own class characteristics and, on the basis of respecting the opinions of college students, formulate class management plans including the construction of class style, dormitory management, attendance discipline, etc., and build ideological education, professional competitions, academic achievements, etc. The excellent personal evaluation system of content provides support for various evaluation activities, avoiding the influence of unfair influence on interpersonal relationships and undermining the good atmosphere of the class. Third, in order to ensure fairness and objectivity for various activities held by universities, counselors can adopt democratic discussion methods and require students to actively express their opinions and suggestions, laying the foundation for personal development and class construction, such as when holding sports games. The counselor should combine the active registration with the recommended registration, adjust the registration plan according to the student's ability, and strictly prohibit the task of arranging the task without the student's consent. Fourth, counselors should adopt a democratic and centralized approach to guide college students to correctly handle the relationship between individuals and classes. Although democratic management mechanisms are conducive to creating a harmonious and good class atmosphere, too much democracy will damage the rules, so counselors need to strengthen democracy. The binding nature of the management mechanism, through the full play of the role of the mechanism to enhance the self-discipline, self-management, self-education ability of college students, is conducive to motivating students to improve their comprehensive ability, and plays an important role in improving the effectiveness of class management.

3.4. Construction can show the platform

The university can build a platform based on the individual differences of college students. It is an effective way to train students' ability and improve the quality of class management. The main reason for achieving this goal is a good display platform, which provides support for students to understand themselves and understand themselves. It is conducive to guiding them to formulate scientific and rational future development plans. If colleges and universities want to ensure the effective display of the platform application value, first of all, it is necessary to combine the personality development needs of college students with the requirements of social development. Based on this, class activities with diverse forms, rich connotations and clear themes are held. Secondly, the counselor should require the class cadres to carry out management work for other students under the premise of managing themselves. This is the key to avoid the phenomenon of "surface obedience and inner rejection". Therefore, class cadres should take the lead in model and strengthen professional competence. Improve overall quality [3]. Furthermore, colleges and universities should establish cooperative relations with social organizations or enterprises, encourage college students to deepen social practice, especially volunteer service activities, which will help students achieve the unity of theory and practice, and have a positive impact on further improving the ability to master and use professional knowledge. Finally, in addition to ensuring that the platform can follow the concept of differentiation, the university must also broaden the platform level and increase the display channels to provide strong support for the development of individualized talents.

4. Conclusion

When conducting class management based on the concept of differentiation, colleges and universities must adhere to the principle of people-oriented, require counselors to change their image, and combine the requirements of modern society for talents to innovate class management methods and respect the personality development needs of college students. By establishing a democratic management system and mechanism to support differentiated management, and adopting a method of constructing a platform to implement a personalized training plan, this will promote the quality of class management and enhance the comprehensive competitiveness of

college students.

References

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