

Exploration of the Application of Flexible Management Idea in the Management of College Students

Chengjun Liang

Rizhao Polytechnic, Rizhao, 276826, Shandong, China

Keywords: flexible management, college student management, strategy

Abstract: This paper analyses and discusses the basic characteristics of flexible management idea, its significance in campus management and principles to follow, and puts forward application strategies for your reference.

1. Introduction

The essence of flexible management is “people-oriented” humanized management, which respects people’s psychological characteristics and conforms to the general rules of human behavior. This kind of management is a non-mandatory way to transform general will into individual will and act for it in a subtle way. In the management of colleges and universities, in the premise of respect, it takes a gentle and subtle way of management which is more acceptable and tends to manage students’ ideology, and guides students’ behavior by changing their will.

2. Basic Characteristics of Flexible Management Idea

2.1 Organizational Structure is Pro-people and Networking

Organizational structure is a collaborative organization set up by enterprises and institutions to coordinate management activities. Flexible management organization tends to be democratic, reduces the level of repression, help the smooth operation of decision-making, and is conducive to the rapid and comprehensive dissemination of information. Flexible management in colleges and universities refers to not taking the consciousness of colleges’ leadership as the leading factor, paying attention to the management opinions of teachers and students, not adopting the mode of oppressive decision-making management, streamlining organizational structure and respecting democratic consciousness.

2.2 Flexibility of Decision-making

In most organizations, decision-making is usually carried out from top to bottom, and the lower level only needs to implement the content of decision-making. Usually, such decision-making lacks democratic consciousness. Following the principle of management decision to choose the best, flexible decision-making is to determine the best solution under specific conditions. In the management of colleges and universities, flexible decision-making refers to the selection of optimal decision-making without taking the management level consciousness as the main factor.

2.3 Scientific Organizational Motivation

Flexible management will give full play to the subjective initiative and creativity of members of the organization. On the premise of respect, care and trust, it is able to give certain material and non-material rewards to stimulate the enthusiasm of members of the organization in their work. Flexible management in colleges and universities means that colleges encourages students and teachers through material or ideological awards, exerts their creativity to jointly manage the campus, helps teachers and students to realize their self-worth, and creates a better campus with the cooperation of teachers and students. The application of flexible management in colleges is scientific and consistent with the sustainable and healthy development of schools.

3. Significance of Flexible Management Concept in College Management

3.1 Flexible Management Meets Students' Inherent Needs with Scientific Nature

In the past student management work, colleges usually adopt rigid management mode, that is, top-down management mode centered on leadership and teachers, using rules and regulations to reflect the will of colleges. It is a kind of rigid management with referee meaning to restrict students' behavior and supervise learning discipline. In this way, students' vigor and creative thinking are suppressed, which does not conform to the law of students' physical and mental development, nor is suitable for students' management. At present, students are avant-garde in thinking, with strong quick learning ability of information acceptance and self-awareness. Rigid management is no longer suitable for the current campus. "Respect" and "harmony" are generally advocated in the current society. Respecting people's will, attaching importance to people's development and promoting people's promotion are the principles that college administrators should follow in their management work. They are required to follow the principle of "people-oriented" and carry out college management work. In management, it is also essential to implement the scientific concept of development, respect students' principal position, attach importance to the actual development needs of teachers and students, avoid top-down decisions, embody democratic consciousness, promote students' promotion in encouragement and promote their development in encouragement. The idea of flexible management is in line with the actual situation of student management, which is practical and scientific.

3.2 Concept of Flexible Management is in Line with the Main Body of the Development of the Times and is Necessary for the Effective Development of Management of Students

At present, because of the superior family conditions and only-child policy, college students have very strong personality, characteristics and self-awareness. It is usually difficult to manage them. Mandatory management is easy to arouse students' disgust and resistance. At present, students are generally sensitive and fragile. Colleges are expected to stress students' spiritual needs and adopt management methods suitable for students. Not only that, because of the current information development, chaotic network environment and biased values of students, colleges are different from the past in terms of management. They should pay more attention to their guiding role, help students to establish correct values, let students understand the care of colleges, and become different from the past compulsory management mode. With flexible management, colleges will stress the expression of students' general will, adhere to "people-oriented" management concept, respect the characteristics of students' psychological development, respect the law of students' behavior development, and formulate management decisions conducive to students' development. The implementation of this bottom-up management decision-making makes students have a great sense of identity in their hearts, imperceptibly integrates the will of management into their own behavior, and unconsciously abides by management rules, so colleges' management work is carried out smoothly.

3.3 Flexible Management is the Embodiment of the Most Fundamental Purpose of Management of Students

The basic content of management of student is to regulate and guide students' learning and life. At the same time, flexible management can really help students better self-management in emotional management, quality cultivation and personality reversal, etc. It is required to respect the main body status of students, respect the law of physical and mental development of students, respect the will of teachers and students, and promote the diversified development of students in an all-round way. In campus management, flexible management method is adopted to stimulate students' creativity and enthusiasm, encourage students to participate in the construction of campus management, guide students' ability to deal with things independently, ability to communicate with others and make decisions on their own, help students better adapt to social competitive environment in future work, and cultivate students' ability to survive in geography. Traditional college management usually exists the "compulsory", "a clean cut", and "leadership speaks for

itself" phenomenon, which not only is not conducive to the embodiment of students' principal status as well as the physical and mental development of students, but also very likely to arouse students' disgust, fail to cooperate with management, and go against school management measures. In the long run, it is not propitious to the healthy development of students and exertion of students' subjective initiative.

4. Principles of Flexible Management

Flexible management should follow certain principles and be carried out in an effective and orderly manner. It needs to be carried out in accordance with the actual situation of colleges' education resources, the formulation of comprehensive and effective management strategies, and improvement of the management effect.

Starting from the overall situation, we should pay attention to the whole. In the process of flexible management in colleges' operation, it is necessary to comprehensively consider the current situation of colleges' management and the development of existing students from the actual educational resources of colleges, pay attention to the coordinated development, and build an organic and sustainable development as a whole. This is the starting point of flexible management in campus management activities. Flexible management should follow the initiative principle in the development of campus management, and encourage students to exert their subjective initiative and creativity from the perspective of students, so as to adapt to the social development situation.

5. Application Strategy of Flexible Management Concept in College Management

5.1 Take Doctors as the Main Body and Respect the Will of Students

In the process of student management, colleges need to pay attention to respecting students' principal position, sticking to people-oriented management concept, respecting students' will and understanding deeply students. From the perspective of students, they are required to consider their feelings, understand their actual needs, pay attention to their quality, tap students' advantages, understand their hobbies, attach importance to their specialties, and study the law of students' behavior habits, so as to better adhere to people-oriented concept in management decision-making, integrate students' will into management decision-making, promote students to play their initiative and creativity, and improve humanized feeling of management. In order to better embody the concept of humanized management, colleges should attach importance to communication and understanding with students, understand true feelings of students, and adjust management decisions according to the actual situation of students, respect the will of students, respect the main position of students. Changing the top-down mandatory management decision-making method in the past is more in line with the law of students' physical and mental development. It can incorporate students' will into college management decision-making and make students implement colleges' will imperceptibly, which not only reduces the contradiction between colleges management and students' actual demands, but also cultivates students' ability to treat problems objectively and deal with problems independently, helping to promote the all-round development of students.

5.2 Establish a Flexible Management System

Flexible management and rigid management are like two sides of a leaf and standing oppositely. The rigid management system embodies the will of colleges management in a large degree, while the flexible management, on the contrary, attaches importance to the level management and mass consciousness, that is, students' consciousness. In the management mechanism, flexible management pays more attention to the expression of human nature, respects the law of human spiritual behavior, and on this basis, makes decisions that are beneficial to human subjectivity and creativity. Contemporary students pursue individuality, freedom and independence, so flexible management mode is more suitable for students' psychology, gives students free space to play, and can make students more coordinated with colleges in management. At the same time, it also improves the efficiency of colleges management. In the construction of flexible management

system, colleges are required to think comprehensively, considering not only the common problems of students and teachers, but also characteristics, which requires colleges to respect the will of teachers and students in the establishment of management system. Through public opinion survey, online problem assessment and principal's mailbox etc, we can conduct a wide survey of students' will and make management decisions through data analysis. In the process of investigation, it emphasizes students' master status, makes students realize that their own will is respected, makes them realize the humanistic care of colleges, standardizes their own behavior in warmth, and cooperates with the operation of colleges' management mechanism.

5.3 Cover the Whole Colleges with Flexible Management

The comprehensive implementation of flexible management is the true implementation of humanized management in colleges management and the embodiment of respecting students' principal position. Flexible management should be carried out in depth in all aspects of colleges, unify opinions from top to bottom, enhance the consciousness of the whole, attach importance to the leadership of colleges, set up research groups, make management decisions according to public opinion surveys, establish organizational mechanisms, strictly follow the principles of establishing flexible management mechanisms, attach importance to the expression of students' will in class, and emphasize the guidance of teachers in class, stress students' psychological and physiological demands after class and pay attention to students' actual needs in all aspects of colleges.

5.4 Respects Students' Principal Position

The center of colleges management is students, who are the main objects of colleges management services, and also the main body of campus. In carrying out campus management, colleges should pay attention to the embodiment of students' principal position, actively carry out ideological education for students, give full play to the leading role of teachers, guide students to attach importance to learning, formulate learning goals and plans according to future development plans, supervise the actual completion of students' goals, and make students realize the importance and concern paid from colleges. At the same time, colleges also need to attach importance to the construction of campus infrastructure, coordinate the campus environment to build a campus with the fragrance of books, pay attention to the construction of greening, so that students can stretch their body and mind in the campus, and strive to learn and grow themselves. Because most students have excellent family conditions with being too strong self-aware and sensitive, there are generally communication problems. College should set up interpersonal communication or psychological counseling courses according to students' current situation in college life to help students channel their emotions, control themselves and embody humanized management in all aspects of schools.

6. Conclusion

Flexible management is an important manifestation of the implementation of the scientific concept of development in colleges, and is the implementation of "people-oriented" concept in management. Colleges should respect students' principal position, attach importance to students' will, establish flexible management mechanism, cover the whole campus with flexible management, and implement it in all aspects, stimulate students' creativity and initiative, and promote their all-round development.

References

- [1] Wang Qin, Song Yanling. Application of Flexible Management in Ideological and Political Education of College Students [J]. Curriculum Education Research, 2018 (28): 74-75.
- [2] Zhu Nianchao. Application Countermeasure of Flexible Management Concept in College Management and Education of Student [J]. Contemporary Education Practice and Teaching Research, 2018 (06): 76-77.

- [3] Zhuang Yang. Exploration on the Practical Application of Flexible Management in Ideological and Political Education of College Students [J]. Curriculum Education Research, 2018 (04): 60-61.
- [4] Liu Qin. Exploration on the Practical Application of Flexible Management Concept in Ideological and Political Education of College Students [J]. China High-tech Zone, 2017 (23): 49.
- [5] Holming. Student Satisfaction in Ideological and Political Education in Colleges and Universities: From the Perspective of Flexible Management Concept [J]. Learning Theory, 2013 (36): 292-293.