

Study on the Enlightenment of Flexible Management on College Student Management

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Abstract: China's major universities have always used rigid management mode to manage students. However, with the implementation of the concept of quality education, coupled with the rigid management model, it has certain compulsory, which limits the overall development of students, and it is imperative to reform the management mode of college students. The flexible management model adheres to the people-oriented approach. Compared with the rigid management model, it is more humanized and more flexible in management methods. Integrating flexible management concepts into the management of college students is of great significance to the development of colleges and universities. This paper analyzes the enlightenment of flexible management on the management of college students for reference.

1. Introduction

Student management is an important part of the internal management of colleges and universities. The level of student management is also closely related to the quality of education in colleges and universities. Nowadays, the implementation of quality education in China requires schools to respect the subjective status of students and implement democratic and humanized management. Under this circumstance, all major universities in China must reform and innovate their own student management models, integrate the concept of flexible management, formulate a scientific and democratic management system, weaken the compulsory management measures, respect the wishes of students, and create a harmonious harmony. The campus atmosphere enhances the quality of teaching in colleges and promotes the overall development of students.

2. Analysis of the meaning and characteristics of flexible management

Flexible management and rigid management belong to a set of opposing concepts. The main emphasis is on people-oriented, fully respecting people's psychology and activities, grasping the rules of human behavior, and using non-mandatory means to influence people's inner feelings, thus subtly affecting them. Conduct education. Flexible management is more effective, durable, and stable than rigid management. This management idea has been in China for a long time and has a long history. For example, the ancient great thinker Laozi has a very significant flexible management thinking. He advocated "softness is stronger than strong", "goodness is good", "speaks to nature", and advocates softening education. In the twentieth century, Western countries began to focus on this management idea, and from the aspects of psychology, sociology and other aspects, studied the issues related to people, and emphasized the importance of "people-oriented". In general, flexible management has the following characteristics: internal drive, persistence, induction, and adaptability. Internal driving refers to not relying on external forces, but to inspire people's internal motivation. Persistence refers to allowing people to voluntarily enforce rules and form long-term normative behavior. Inductive refers to the ability to communicate with each other, to sense each other, and to demonstrate and constrain each other. Adaptability refers to actively adapting and changing in management, innovating content, taking advantage of the situation, and grasping the "section" and "degree". The characteristics of flexible management prove that it is scientifically effective in the application process.

3. The necessity of applying flexible management in the management of high school students

The core concept of flexible management is people-oriented and respects the subjective position of people. The systems and measures of flexible management are highly democratic, flexible and non-mandatory. Applying them to the management of college students helps to promote the individuality of students and promote the individualized development of students. This also coincides with the educational philosophy of modern universities. Therefore, in today's education reform, it is necessary to use flexible management mode to carry out student management in colleges and universities.

Nowadays, computer network technology is very developed, and various kinds of information consultations are flooding the network, which has greatly changed the ideological concepts of contemporary college students. Students are increasingly expecting their own values to be recognized and respected. At the same time, the requirements for the comprehensive quality of college students are getting higher and higher, and the talents of college students trained under the traditional education management mode can no longer meet the needs of society. Therefore, universities must carry out innovative reforms to the management model. The flexible management model advocates respecting the individual differences of students, and formulates appropriate management measures according to the students' ideological characteristics. Under the premise of ensuring students' outlook on life and correct values, and not limiting the individuality of students' individuality, it can effectively improve the overall quality of students. From this point of view, the realization of flexible management is an inevitable trend of college student management work reform.

4. Responsibility guidance for the management of high school students

The core concept of flexible management is "people-oriented". Therefore, the development of university student management studios should focus on students as the foundation and respect the main status and value of students. The formulation of various institutional measures should be based on the students' perspective and effectively safeguard students. The main interests of the people, thus achieving the purpose of promoting the all-round development of students. In order to improve the level of university student management and promote the development of colleges and universities, in the management process, teachers should also pay attention to mobilizing students' subjective initiative and participation enthusiasm, cultivating students' sense of responsibility and ownership, so that they can actively participate in management work. Start from oneself, supervise each other and make progress. In addition, encouraging students to participate in the school's management work is also conducive to cultivating students' sense of collective honor, enhancing campus cohesion, and improving students' resilience and management ability.

If the university student management work is compared to a building, then the management concept is the foundation of the building, and the management structure is the reinforced concrete frame of the building. It can be seen that the construction and improvement of the management structure is in the development of the management work. Very important. Colleges and universities should build a democratic management structure to maintain the unique personality of students, and at the same time, realize the diversification of students' own roles. In the process of implementing student management, teachers can communicate with students through symposiums and other activities, provide students with a platform to express their opinions and opinions, and mobilize students' enthusiasm for participation, so that they can not only effectively solve the management process. Some of the problems also help to enhance students' sense of subject and responsibility. In addition, colleges and universities can also set up a democratic management mailbox. Students can express their dissatisfaction and suggestions on the current management model through anonymous delivery. Management teachers can also summarize the students' views and make scientific adjustments to management. This forms a feedback system that enhances the effectiveness of management, reduces the task of management, and highlights the student's dominant position.

Students in school will be influenced and constrained by the campus environment. A good and

harmonious campus environment can be a great help for college students. In order to improve the level of university student management and ensure the students' easy and happy growth, the school must pay attention to the management of the campus environment. The campus environment is divided into two parts: the environment inside the campus and the environment outside the campus. Efficient management personnel can only strengthen the guidance of the external environmental impact factors. Only the school environment can be changed and controlled. To create a good campus environment, we need to start from two aspects: software and hardware. Among them, the soft environment is mainly about the creation of humanistic spirit in modern universities, including the common values and interpersonal relationships of teachers and students. The hard environment mainly reflects The concept of students-oriented in the flexible management process of modern universities.

Evaluation feedback is an indispensable part of the management process. Through scientific and reasonable evaluation, it can reflect the actual effect and existing problems of management work for a period of time, thus providing reference for the formulation of new management measures and management systems. In the traditional university management mode, the evaluation methods and standards are all single, which leads to the evaluation results not having much reference value. In this case, adopting a flexible management model, optimizing its evaluation system, and setting diversified evaluation indicators and standards are the only way for the development of colleges and universities. First of all, colleges and universities can transform the original teacher evaluation method into a multi-evaluation method combining self-evaluation, peer-to-peer evaluation and teacher evaluation. Secondly, the original system with performance as the sole evaluation standard will be abolished, and the innovative practice ability and daily life will be Attendance, amateur competition results, etc. are included in the evaluation system to judge the overall quality of students; finally, in the evaluation method, the organic combination of qualitative evaluation and quantitative evaluation should be realized, so as to ensure the accuracy and diversity of evaluation.

5. Application of flexible management in the management of college students

College students are easily affected by the surrounding environment on campus. If students are in good environmental conditions, they can learn and live in a relaxed atmosphere, and grow healthily and happily. Therefore, the campus environment can provide a powerful boost to student management and can improve management quality. In this regard, school leaders should be highly valued and the school environment can be divided into two parts: internal and external. University administrators need to strengthen the guidance of external environmental impact factors, while constantly improving and optimizing the internal environment. Among them, the real environment that can be controlled and changed is the internal environment. To build a good campus environment, you need to grasp the two key elements of hardware and software. The hardware mainly refers to the need to always adhere to the students-oriented process in the flexible management process of colleges and universities. Software refers to the creation and construction of the humanistic spirit within the school, so that the teachers and students of the school maintain a common relationship and harmonious relationship. Only by creating an ideal campus environment can flexible management be implemented.

Evaluation and encouragement are essential in the management of college students, which can reflect the real situation of students and give students motivation and confidence. Incentive is the main driving force for promoting the healthy development of college students, and it is also the key means to mobilize students' enthusiasm and initiative. In this regard, college administrators can learn from foreign advanced management experience, build a scientific evaluation system, and use the incentive theory in behavioral science to conduct reasonable evaluation and encouragement for students. It is necessary to fully consider the different situations and personality characteristics of students, and adopt targeted evaluation incentives, such as emotional encouragement, goal encouragement, honor encouragement, role model encouragement, competition encouragement, and trust encouragement. Through these methods, the enthusiasm of college students is encouraged, their morale is enhanced, and their vitality is enhanced. After a positive evaluation and

encouragement, college students are more likely to be motivated, and their creativity and mission will be improved, which will help colleges and universities achieve the goal of talent development. For example, Chongqing University of Posts and Telecommunications fully implemented flexible management. After positive evaluation of students, the overall score of students increased by 5.6% on average, and the phenomenon of violations by students was reduced by 20%.

6. Conclusion

Flexible management is very important for the management of college students, and can provide assistance and inspiration. In the process of management, we should thoroughly implement flexible thinking, take students as the main body, create an ideal school environment, positively evaluate and encourage students, and advocate students to conduct self-management to promote students' all-round development.

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