On the Application of “Meticulous Management” in College Student Management

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Abstract. With the continuous development of management concept, “meticulous management” concept has been widely used in the business community. Meticulous management mode can help to solve the practical problems in the work from the root of the problem. Applying meticulous management philosophy and university student management work, its importance is self-evident, could set the meticulous management idea, from establish specialized talented person troop, perfect student management mechanism, using such as ways to promote students’ management practice.

1. Introduction

With the meticulous development of modern social division of labor, meticulous management mode has a significant impact on the development of modern society. College student management work for different individuals, the content is various, complex work, during the process of conducting market face greater difficulties. In order to promote the development of the college student management, nice and first development, can consider the meticulous management mode is introduced into the student management work in colleges and universities, by meticulous management mode analysis of the problems in the students management, so as to improve the efficiency of students’ work.

2. The Connotation of “Meticulous Management”

“Meticulous management” originated in Japan, used in enterprise management work, including systematic and refined elements is the core of the management mode, systematic guarantee by the establishment of the management system, and refinement are managed by clear and decomposition program to support, therefore the elaborating management to realize the stability of the enterprise management results and good. “Meticulous management” as a business management model, its main purpose is to help enterprises to maximize the management of resources and costs, save the capital for the enterprises [1]. Enterprises through the “refined” and “refinement” management work to promote management progress. The essence of meticulous management is the implementation of management responsibility, responsibility will be specific and explicit, it requires that every manager will be in place, due diligence, gradually by the past supervision, the role of the controller to the service, the guide change, finally forms the top-down positive guidance and bottom-up self-conscious response the normal management model of the situation.

3. The Necessity of Implementing Meticulous management in Student Work

3.1 The group characteristics of college students

With the rapid development of society, the student groups in colleges and universities are in the diversification of thinking, diversification of value, the concept of innovation period, coupled with information technology and new technology gradually into every corner of life, of college students show some unique features.

(1) Willing to performance, active thinking. Now the students are thinking innovative ideas, active thinking, the pursuit of fashion, easy to accept new things, and sometimes they also like
unconventional, self-expression, it seems to be a “personality publicity, slightly rebellious” group.

(2) The dependence is strong, poor adaptability. Now most of the college students are the only child, just from high school students to college students, both in the independent ability to live, communication skills, or in the ability to coordinate, psychological adjustment ability is lacking, often can’t get rid of Dependence on parents and others.

(3) Have a certain sense of social responsibility and patriotic feelings. In most of the time, the present college students tend to lack the social responsibility and historical mission, are not interested in politics, the concept of “home country” understanding is not deep. However, in the affairs of the country and the nation’s major aspects (such as the fight against earthquakes, the diaoyu islands incident, etc.), they can also respond positively, to come forward to contribute their strength.

It is very important for these young people with distinct personality to catch up with the adjustment period of our social structure and the key promotion period of education reform. How to guide them through the critical period of life during the university period?

3.2 The particularity of personnel training in colleges and universities

Colleges and universities in China to train a very important institution, focused on the majority of the country’s elite students. It is a critical period of shaping the world view, outlook on life and values of young college students. These young students with good ideological and political accomplishment and excellent professional and technical ability are the talent guarantee of socialist modernization construction in our country. It is the strong support of the great rejuvenation of the Chinese nation and the “hope” of the motherland and the nation. Due to various reasons such as university education system, educational history, China’s colleges and universities education administration philosophy is still slightly backward, teaching management method still showing stale. In addition, with the expansion of the enrollment scale and the increasingly severe employment situation, the contradiction between the original student management model and the quality of educational personnel has been aggravated.

As an important part of college personnel training, student management work can not only directly affect the political consciousness and moral quality of college students, but also have a profound impact on the quality of personnel training and the reputation of school. Therefore, in the face of such a group of new era of college students, will comprehensively implement the requirements of the national university personnel training, requires colleges and universities in the management of students in the introduction of the concept of meticulous management, the use of meticulous management methods, it can meet the needs of colleges and universities to improve their talent cultivation quality, also will enhance the core competitiveness of colleges and universities, more able to produce certain strategic significance to the development of higher education in our country. The importance of implementing meticulous management in student management is evident.

4. The Combination of Meticulous management and Student Management in Colleges and Universities

4.1 The Internalization of the meticulous management philosophy

Meticulous management is a management philosophy and management techniques, “always have education, everything is education”, education should not only in fine point, also want to serve students in details. Meticulous management requires college student management to use the means of programming, standardization and data, accurate, efficient, collaborative and lasting student management work in order to achieve better results [1,2]. Therefore, all the teachers in colleges and universities should establish the concept of meticulous management to ensure that the daily teaching and student management systematization and refinement. First of all, the relevant management departments should be in-depth study of learning, to understand the spirit of meticulous management and the essence of efforts to make the concept of meticulous management
throughout the day to the management and service work, which managers should actively learn meticulous management. The concept and methods, and gradually form the correct working methods and sense of service; secondly, all faculty and staff should also implement the concept of meticulous management, a clear division of labor and responsibilities, collaboration, will be meticulous management time applied to the daily teaching and management work to go. In addition, the need for a clear refinement management is a continuous improvement and development process, not impatient for success, especially the role of attention to detail in the work.

4.2 Improve the scientific and rational management system

The management system is the criterion for the implementation of meticulous management. First, the management system should highlight the clear management objectives. The management system must play a role in guiding students to abide by the code of conduct and to constrain students' personal behavior. Therefore, the management objectives should be clearly reflected in the system, compliance or violation of the provisions of the incentive measures to be clearly reflected in the system, in order to ensure the smooth implementation of the management measures; Second, the management process to implement quantitative assessment to ensure that the implementation of the system in place. Quantitative assessment should be implemented on the basis of standardized assessment indicators, and assessment indicators should reflect the details and refinement, as the basis of the daily performance assessment of students, so that the goals and direction of the management work are adjusted in time [3]. Thirdly, the student management work of workers in the management of meticulous management to a certain evaluation and motivation. Although there are the same management system and management objectives, but the implementation of different managers of the final results may have a certain deviation, which requires the establishment of meticulous management of the effectiveness of the work of assessment methods for college teachers (especially student management line of teachers) to assess and reward, such already can promote the management of the front-line teachers enthusiasm, also can the elaborating management for the smooth development play a security role.

4.3 The establishment of effective meticulous management team

No matter how good the system, if there is no effective team to perform, then the system certainly will not go on, and eventually will fail. To implement the meticulous management system in the management of college students, we must also establish an effective management team. The team of meticulous management in colleges and universities is mainly composed of counselors of college students' working lines because they work in the first line of student management and get along with students, understand the students' ideological trends, familiar with the students' living habits, who is most appropriate to be responsible for the concrete implementation of meticulous management.

After the establishment of meticulous management team, they need to improve the team's business capabilities and team cohesion efforts. This is the following four aspects: first, vigorously strengthen the business training, unified thinking, and effectively strengthen the team work ability; second, vigorously implement the rank treatment, and effectively strengthen the team work earnestly concentration; third, strengthen the team management, improve the team's work motivation; four is to vigorously add fresh blood, and effectively enhance the vitality of team work.

4.4 The combination of "essence" and "meticulous", the use of meticulous management

To make the essence of the management of the effectiveness of students in the daily management work to play the greatest role, we must combine the actual situation of the current college students, refine the analysis system, meticulous touch system, effectively eliminate the possible implementation of bias, thus management is implemented, resulting in practical results.

First, the management plan is meticulous. In order to improve the system execution force in the student management work, it is necessary to make a comprehensive, thorough and detailed plan before the implementation of work. On the one hand, the student management staff should have the work plan, the personnel training target refinement to the concrete work, according to the student
characteristic establishes the school year plan, the semester plan, the mid-term plan, the personal development plan; on the other hand, the activity should have detailed Implementation plan, proper arrangements for weekly, monthly, clear responsibility and plan objectives.

Second, the target task meticulous. All colleges and universities for students’ management work to achieve a clear division of responsibilities, accountable, the daily work to make the filing, striving for digital fine, schedule, and personnel management level.

Third, the operation process meticulous. Student management procedures in the program each link to cover in place, strive to be interlocking, ring does not leak. We can through the target refinement, specific measures, attached great importance to the inspection, review feedback, rewards and punishments to achieve the formation of “management regulations, work processes, and procedures for understanding”.

5. Conclusion

The meticulous student management model not only helps to realize the effective management of students, but also emphasizes the cultivation of students’ ability to adapt to social ability, also can promote the training of universities to meet the needs of the society and the requirements of the times. In order to improve the quality of personnel training in colleges and universities, the implementation of meticulous management is the inevitable trend of the management of college students, also for the school students have opened up the road to development through intensive management work.

References

