Research on Application of Just-In-Time Theory in Counselor’s Daily Management

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Keywords: Just-In-Time, Counselor, Daily management.

Abstract. As the changing of education environment in colleges and universities, university student work managers must adapt to new situations, solve new problems and constantly improve their work efficiency. College counselors as front-line education managers have key effects upon student’s growth and development. The research purpose of this article is to find new idea and method of counselors’ student management, to make contribution to the enhancing of the scientific and effectiveness of student management. Just-In-Time (hereinafter referred to as JIT) theory is not only an effective mode of production, it also plays an important role in the field of management and with the expansion of the scope of management, people are continuously exploring the application of JIT mode. The author adopts the method of combination of theory and practical analysis to apply the JIT mode to college counselors’ daily management. The application of JIT mode plays a guiding role in student management. Adopting scientific concept to the practice of the counselors work can fully mobilize the initiative of the students’ solving problems, enhance students’ work efficiency and plays a positive role in promoting good cooperation between teachers and students work handover.

JIT Production System

JIT means just in time production system, the abbr. of just in time. Japanese Toyota Motor Corp. created the JIT production system in 1960s.

The core idea of JIT: the basic idea of JIT is planning and control of the production and inventory management. So, JIT production mode is also called “Lean Production” [1].

Lean production is an affirmation of the JIT production by experts in Massachusetts Institute of Technology in the United States [2].

Production refers to the production should be less but better, producing the necessary quantity of product at the right time. Lean, that is, all business activities should bring in profits, with economic benefits [3]. These two words combined together mean a thought of eliminating labor in vain and reducing waste as possible. It takes continuous improvement and innovation as the guiding ideology, to eliminate waste, to reduce the cost of enterprise operations as the goal [4].

The core idea of lean production is to dispel all waste, to pursuit of excellence and to realize constant improvement. Its core is streamline. The goal of lean production is to make a rapid response to market demand with best quality, lowest cost and the highest efficiency, to bring huge benefits and to maximize profits for enterprises [5].

The concept of humanistic management of JIT is to safeguard and sufficiently protect the employees’ human rights of the enterprises. Helping enterprises achieve self-management, the staffs achieve efficient, imaginative and creative work of the state. This idea helps Toyota possess strong competitiveness and advantage. In fact, it acts on the role of production at the same time, but also acts on the role of management. It is a kind of management thinking, a management concept of pursuit of excellence in corporate culture [6].
The Definition of Counselor Daily Management

Counselor daily management is a big workload and not only does it need the administrators of college students possess enough patience, strategic judgment and persistence, but also it requires that they must have a certain management thinking and management skills. The subject and object of counselor daily management is the management of students. During this process, the management of student cadre is a very critical component. The mainly part of student administration lies in the guiding of students’ thinking. However, thinking is a long-term-effect of osmosis process and it relies on the manager’s guidance, mobilizing and encouraging. So the student administrators need to do well the daily ideological and political guiding work of the students. Doing a good job of management service, they should pay attention to the combination of ideological education and psychological health education, to strengthen college students overcoming difficulties, being tested and developing the ability of withstanding setbacks [7,8].

The Composition of Human Resource Management Mode on JIT Counselor Daily Management

JIT mode of Human resource management in counselor’s daily management includes two aspects: first, counselors can get assistance from students immediately in daily work; second, class committee members can not be irresponsible and nonfeasance or do not take active part in class affairs. They should not make wrong decision or judgment on important matters and can not obey the teacher’s manage. So as to avoid the shelf waste of human resources at the largest extent.

Human resource management of the JIT counselor’s daily management can be divided into three parts. The first part is the management of the source of JIT student cadres. It includes that how are the student cadre elected. The second part is the cultivation process management of the JIT student cadres. That is how to strengthen the student cadres’ management skills to achieve the goal of strengthening class management. The third part is the exiting management of JIT student cadres. That is how to eliminate inefficient class committee so as to strengthen the student management. Source management means that how do the class committee cadres established, and what are the determine channels. Just making talents acquisition is not enough. Counselors should pay attention to the cultivation of the JIT student cadre process management, by holding class committee meetings, communing with class committee one by one, setting up scientific student management system of rewards and punishments to establish a strong class committee team to ensure counselor’s work efficiency and fast operation. When facing class emergencies, the class committee members have good ability of solving the problems, and can adapt to the changeable environment. In the process of cultivating student cadre, counselors should analyze the class committee members earnestly to discover the advantages and disadvantages of students; making personal training plan and establishing complete personnel information, to guarantee the successful implement of JIT counselor daily management mode.

Enterprise human resource has its specific “metabolism”. The last step of JIT counselor of human resource management mode is to make good management of the withdrawing from the student cadres. When class committee members do not discharge of duties for the class, the committee members should be adjusted, to create conditions for source management and process management of JIT counselors of human resources. Of course, new members’ enrollment is with conditional according to the actual situation to concern.

Links Between JIT Thoughts and Counselor Management

JIT technology in production management is a scientific and effective way to develop human resources of student for the counselor’s daily management, and building a new model of human resource management at the same time. The application of JIT thoughts in the daily management of Counselor is well-founded. JIT management and counselors’ daily management are in common with the inner concept of management, they have the same nature of management. The essence of both
management lies in that they can improve the efficiency of resource utilization. The method of the application of JIT technology in production management to the management of the human resources of the counselors should be paid much attention. It includes the development of scientific training programs for student cadres, to establish a sound talent pool and so on.

The Application of JIT Thoughts in Counselor’s Daily Management

In the narrow sense, counselor’s daily management is a specific, complicated, delicate, long-time work. It requires managers must handle a certain management thoughts.

The essence and core of counselor’s daily management is the management of students, relative to the JIT management of things. The main purpose of student management is on their thoughts. Student’s thought rely on imperceptible influence, guidance, orientation and specification. Counselor’s daily management needs a strong class committee team.

From the perspective of JIT humanistic management thought, counselor should give them core roles as the class committees in the daily management. The counselor should also be good at discovering and developing the motivated students, select and cultivate this kind of students to be the class committees, holding class meeting regularly, making training plans. Let students understand the range of their work. Allow them participate in formulating some rules and regulations, to change their thinking from “What should I do?” to “What can I do?” It is an important part of education process that let students understands the rules and regulations. Establish a core of leadership of the class. The class leaders is a backing force of counselor in the class management. Not only could they help instructor to manage class, but also they can organize and launch various activities [9].

Through promote the enthusiasm of the class leader to establish a good relationship between teachers and students and to affect students. Make sure the class leaders affirm the management work of counselor in emotion, and can attend class affairs on their own. Let the students manage students. To build a kind of peer relationship which is good to create a peace, rest assured, full of confident, and dignity condition of daily work. It also can help class leader work sparing no efforts, show the best of work efficiency and work enthusiasm. Let self management and achieve transcendence of self thinking come true. Counselor’s mainly focuses of the humanistic management works are take the initiative to consciously into the present working condition. The students of the class are easy to accept the processing result. The class leader accumulated practical experience in class management for a long time. Behind a strong group of class committee, there must be a cohesive, solidarity and struggling class.

The author combines the JIT thoughts with counselor daily management work which played an important role in the counselor daily work. In the use of the JIT thoughts, we can choose student cadres of different counselors and students under the leadership of those student cadres as examples to make comparative analysis. We have made comparative evaluation on the speed, efficiency and completion quality of their work. It has been found that the student work effect of using scientific JIT management concept is more much better. Different management skills, ideas, and innovative of a counselor may cultivate students of different levels. We should leak fill timely, and continuously make reflection. Such as, the problem appears for making a slip in the source of the JIT student cadre management, or the JIT student cadre training process management is not reasonable, or for the exit of JIT student cadre management is not strict. For any impact on efficiency, waste of resources links we should timely summarize experience and lessons.

Conclusion

Applying JIT thought to counselor’s daily management is a kind of thinking model. These methods make instructors daily management work more effectively. Eventually, they can cultivate students to be confident, self-improvement, self-esteem, self-discipline, self-control, self-improvement, accomplish the knowing-acting unifies, truly to adapt to the needs of society and high comprehensive quality of modern talented people.
Acknowledgement

This research was financially supported by the Foundation of Chongqing Higher Education Association, Project Number: CQGJ13C333.

References


