Research on the College Students Education Management Countermeasures under the Perspective of Flexible Management

Yan Luo

Abstract
In this paper, we conduct research on the college students’ education management countermeasures under the perspective of flexible management. Education management ethics research mainly grasp the ethical relationship in education management activities, education management concept, policy, system and behavior of the general ethical values, and its implementation of may and the path. Student management work is an important part of university management work, the ideological and political education is top priority, with the development of The Times change and the change of the contemporary college students’ own characteristics, the original management mode cannot adapt to the new form, introducing the flexible management ideas of management concept of ideological and political education work is the situation of fashion. This paper proposes the new idea on the issues that will be meaningful.

Keywords: College Students, Education Management, Flexible Management, Countermeasures.

Introduction
Education management ethics refers to the education management system, management relations, management concept and management behavior of basic ethics and moral significance. Education management ethics research mainly grasp the ethical relationship in education management activities, education management concept, policy, system and behavior of the general ethical values, and its implementation of may and the path, the thinking about the moral issues in the education management activities and analysis, explore the reality of moral education management is to realize the safeguard mechanism. With the development of higher education and the deepening of the reform in colleges and universities, establishing modern university has become a major objective for the future development of the era have entrusted to our country's colleges and universities, and set up a modern university management system also will be in order to establish modern university.

Whether appropriate, perfect management system, at the university of science is directly related to colleges and universities can cultivate excellent college students, in relation to its can undertake relevant scientific research task, related to whether it can be built in the true sense of the modern university. However, due to that various reasons, the present management system in colleges and universities in our country the problem of excessive security administration is very outstanding, which hindered the normal construction of modern university and how to achieve good education in university management more and more attention. The author thinks that a good education should be humanized management, people-centered, relevant to the fundamental interests of the individual, and maximizes the person's potential and creates more social wealth.

Besides all the potential analyzing issues, the target management is the essential one. So-called objective management goals is to use to manage a way of management, by setting goals to influence the behavior of the educators, the target to conduct the transformation of the way and the process is determined by the educators actively and choice, use goal for education is different from the behavior

\(^1\)Jiangxi Science & Technology Normal University, Nanchang, Jiangxi, 330038 China
to be educators group to carry on the education directly. Implement target management, must first clear goals, and then, established to achieve the goal of the overall purpose or target system, and explain the meaning of the target, as well as the related policy and the main measures taken by the school. As for all departments and that units to determine their own goals, how to formulate the corresponding working step, how to act, mainly by all departments and units to formulate, doing it yourself which can be summarized as the listed aspects.

- Rigid target, that is, objectives, namely, behavior with specific point, little elasticity that such goals tend to be tough.
- Soft targets, that is, strategic target, namely only macro point to behavior, and elastic larger goals. Such as: "to make schools to achieve first-class management level", "to build a high level of university education teachers" and so on. This kind of goal quantification is often more difficult. However, any target should be based on different nature to a specific degree, if not quantitative, also want to be real, concrete, otherwise it will become a mere formality, difficult to really implement.

We must pay attention to people's survival big system, pay attention to people's desire, the energy of the people, the interest of the people, people's thought, the people's will. If to analyze from the angle of education management, the need to consider the students' ability of knowledge acquisition, personality development, training, innovation spirit, activity participation and learning atmosphere, family love, incentives and support, psychological safety and health, and a series of the value. These factors can be based on the people-oriented, become humanization education management of the operation target. The figure one shows the principles and characteristics.

In this paper, we conduct research on the college student education management countermeasures under the perspective of flexible management. In the later sections, we will discuss in detail.

The Proposed Methodology

The Flexible Management Characteristics. Flexible management is relative to rigid management, the two are two important aspects of modern civilization management, supplement each other, be short of one cannot. In a management system, rigid management is main body, flexible management is the soul. Flexible management pursues the idea of people-oriented, use the optional way, to influence people's mind, according to organization will make it into a personal power of thought. The flexible
management since in the continuation of the scientific management of that human nature assumptions, on the basis of the "self-realization" as the starting point of thinking, emphasizes the key is how to create conditions and opportunities to arouse the creativity of employees.

The importance of flexible management in colleges and universities student management work can be then summarized as the follows. (1) To overcome the traditional rigid management shortcomings. "Traditional" rules and regulations as the center, relying on the institutional constraints, discipline, supervision, rewards and punishment rules to the level of students clear, on the effect of the pure rigid management mode increasingly exposed shortcomings in practice, while it is difficult to adapt to the requirement of general modern higher education. (2) "People-oriented" requires that college student management should establish the subject status of the students, exert students' subjective dynamic role arouses student's enthusiasm and creativity. (3) The needs of development of quality-oriented education. Quality education is to improve national quality for the purpose of education. It looks at the educatees and on the development of the society in the long run, to face all the students, improve students' basic quality as the fundamental purpose, to attach importance to the cultivation of attitude, ability of educatees, promote them in the aspects of morality, intelligence and physique and vivid, lively, healthy development of the basic characteristics.

The University Education Management. We convey the school rules, the rules and the other relevant documents to each freshman, combination because of violation of discipline and tell students by school students in the handling cases, freshman to learn from it, see the world, in order to avoid making the same mistake. Combine provisions and the actual, education effect is good. Establish the "all-round education" ideological and political education of new ideas can be summarized as follows.

- Based on strengthening the construction of campus culture, harmonious campus construction. In practically maintaining good schools under the premise of the internal security, stability, building a harmonious campus of civilization. The content of the emphasis on strengthening college students' cultural quality education, to carry out rich and colorful, positive academic, cultural, sports and recreation, enrich the students' after school life.

- We will carry out extensive public activities to social practice. Characteristics of school should combine its own professional characteristics, adhere to promote the construction and development through characteristic, create the rich characteristics of college students' social practice, as schools to cultivate moral, intellectual, physical, beauty of general comprehensive development inter-disciplinary talent's important way and effective method.

- College students' psychological health education work as the student thought political education work is an important part of priority to focus on tightening. To set up college students' psychological health education work leading group and college students' mental health education center, keep the college students' psychological counseling, psychological counseling and psychological survey document. Through courses in students' psychological health education, to promote the popularization of knowledge of mental health.
The Management of Colleges and Universities. Background is based on the reason of the management innovation of the colleges and universities are put forward: industry works with higher education are in a new stage of dialogue. Industrialization of education show that education career has absorbed many elements of the market economy, education has local had the characteristic of the economic subject and object. In this sense, originated in the economic life of the space "innovation", "management", "management innovation" will get new connotation in the industrialized development of colleges and universities. So, the construction of that professional management personnel must consider, on the whole social background for the social from all walks of life support and recognition, has become the responsibility of society as a whole. This article from the government level, school level and individual level three levels to promote our country university management professional construction are also proposed which can be organized as the follows.

- Should realize contract management. Contract management as the inevitable requirement of personnel management legalization and standardization that is the trend of the times. Institutions of higher learning and the management of the employment relationship once settled in the form of the contract will be protected by law, both employment should be based on the contract, be bound by the contract and restriction, can never become a mere formality.

- The advice to individual level management personnel in general colleges and universities. Management team is composed of management personnel in colleges and universities, so most of only unified management thought and behavior, is likely to eventually realize the management team of professional colleges and universities.

- Professional qualification certificate system is appeared in the process of professionalization in professional, practitioners through the strict system of education and training, qualified for their job of special knowledge and skills, to obtain the professional qualification certificate, in order to obtain qualifications. And doctors, lawyers and other professional must have a license to practice that management qualification certificate should also be employment or apply for efficient management personnel essential legal basis.

The College Students Management Principles. Among college students management, the management mode determines the effect of management, college students can achieve actual effect is the key to management mode choice. In the new historical period, mode of that college student management is the harmonious management. Colleges and universities has always bear the cultivating qualified builders and reliable successors of socialism basic task, the college students management
work is the basic guarantee to realize the basic task, is also an important symbol of a school, the school level, it can reflect to some extent a school spirit and study style.

Specifically, in the harmonious management to achieve "people-oriented" have to do a good job in two aspects: on the one hand, must establish promote subjectivity principle, people-centered, people's enthusiasm, initiative and creativity into full play. On the other hand, to correctly handle the relationship between management subject and object as the management of the main body, all have the right to participate in the management, at the same time as the object of management as managers have to accept the guidance and general supervision. Therefore, the "people-oriented" harmonious management should fully respect the individual's reasonable needs, respect their self-management to make them become the master of management activities from the following perspectives. (1) In order to strengthen the management of college students' education work, in the mode of management, must implement the schools for students to strengthen management combined with the students' self-management. (2) In order to strengthen the management of college students' education work, on guiding ideology, must be implemented by for moral education and moral education, to innovation and the transformation of moral education. (3) In order to strengthen the management of the college students' education work, on the rules and regulations, must formulate relevant rules and regulations, perfect the school rules.

College student management activities to implement students' main body status, clear the rights and obligations of college students for the code of conduct, the students as main body of management and enhance their ability to participate in general self-management and consciousness, and give the corresponding management, form a multi-dimensional participation in that democratic management mechanism. In higher education of freshmen entrance education is the most important working content, can be timely and correctly guide the freshmen adapt to the new learning and basic living environment, smooth finish the transition from high school to university stage, to improve the quality of the modern university personnel training has the vital role. This transitional stage requires not only new own efforts, more in need of guidance and precept of one's peers.

Conclusion

In this paper, we conduct research on the college student education management countermeasures under the perspective of flexible management. In the face of new characteristics in college student management, management way and the method must have the new changes and that more rich connotation. In the rigid management mode based on the introduction of flexible management pattern, should be management workers in colleges and universities focus on the exploration and practice of the important work. Flexible management system of human nature instead, soften the management, and with stimulating person's subjective dynamic role, by arousing the initiative of the participation of the people to complete work. Compared with the rigid management, flexible management biggest advantage is that it is not heavily dependent on the superior's instruction, the action of external force such as the rules and regulations, relying instead on respect for humanity, equal rights and democratic participation, from inner to stimulate individual potential, initiative and enthusiasm. In the student management work implementing flexible management also has its own characteristics.

References


