The Work Style Construction of College Students under the "Student-Oriented" Concept

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Abstract. With the "people foremost" proposed and thoroughly implemented, the concept of "student-orientated", which is based on the "student foremost", has gradually been recognized and accepted in College Students Work. How to implement the "student-orientated" values into the ways and means of students work and how to break the shackles and ties of the traditional concept, which are the current problems we are confronting. This paper attempts to put forward a "student-orientated" concept as a value-oriented, considering the respect for the students, serving students, enhancing students' work style as new requirements, through continuous improvement of operational response and implementation measures to build a new situation of universities students work system, which could be initatively accepted to.

Introduction

The Central Political Bureau clearly deployed on "improving the work style, maintaining close ties with the masses", there is also a clear requirement about "adhering to the people-oriented, governing for the people, and always maintaining flesh and blood ties between the party and the masses."

From the day of resumption of College Entrance Examination till now, higher education is continuously reconstructing, colleges and universities, as a carrier of higher education, are also undergoing many changes. Especially, the Student Work which take students as the object, is showing a concept of updates, extensions, restructuring trend. Under the new situation, we combine "people-oriented".propose a "student-oriented" based on "student foremost" values, and internalize into the direct reflection of College Students work, that means to consider the development of students as the ultimate goal, to break through the traditional "teacher-oriented ", "official-oriented ", "object-oriented "and" society-oriented "and other concepts, to improve their work style, to contact closely with the reality of college students demands, to sum up the work of the existing problems and their causes, and to propose the implementation of institutionalized measures that guides college students embarking on the road of development work standards, procedures, science and technology. Therefore, college students’ workers also put forward a new requirement - "their first to do" instead of the former "requiring students to do".

Measures and Methods to Improve the Students' Work Style

The "Eight rules" emphasized that "improve ways of working, and be pragmatic," that is, "understand the real situation, solve the real problem, do not engage in formalism, solve more practical problems, get more things to be done; make doing the practical work and getting achievements become the most important goal. " There are also some new questions of Higher Education from reality - "How to achieve the transition from the education ensurance as the prerequisite to the management service the as the precondition." To achieve the transit from the student management constraints to the development of student services, the transit from "school-orientated, teacher-orientated" to "student-centered, student-orientated development"in philosophy should be
needed. For students to improve the work style construction, author tentatively proposes the following measures:

**In the "Management Service" Ideological Guidance, Implement the Evaluation.** In the ideology of "management service", the inevitable birth of student work should be given to improve the new style. To improve the work style of student work, we must first develop a evaluation system of reference value, namely the performance appraisal system, which is an effective way to mobilize the enthusiasm of workers, students, and to improve student services consciousness. Performance appraisal can play a role of advanced incentives to spur action backward. The principle of combining function and quality contacts Student Work,taking into account all aspects of quality,quantity, presentation,achievements and collaboration, and striving to make a reasonable,fair,open and operational evaluation method. As a result of the evaluation will be the basis of personal appraising, hiring, performance allowances, etc.

Methods to evaluate including four aspects: 1. assessment principles and elements: including ideological and political performance, objectives and tasks to complete the job, to perform their duties, the work of creativity, the ability of achievement and research, work performance and attitude, collaboration, the degree of recognition of students evaluation about the quality of work; 2. assessment procedures: the first step of workload assessment; the second step of performance evaluation; the third step of students scoring; 3. Assessment methods: ① semester examination, year-end summary; ② examination results by score line, divided into A, B, C three gears; ③ the publicity of each semester examination results; ④ taking a "vote veto" in the evaluation, major accidents are ineligible. 4. The calculation method of quantitative assessment: to be calculated by different weighting factors in the workload assessment, performance assessment, students scoring result, then assess scores. See Table 1.

| Principles and contents                                                                 | Procedure                                                                 | Ways                                                              | Calculating methods                  |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------|                                                                  |                                    |
| The ideological and political performance: implementing the party's basic line, principles and policies, as well as participating in various learning levels of the political situation, self-discipline, law-abiding situation; | Workload assessment (reference points and relieved workload)             | Assessing in the term, summing at the year-end                    | A, workload assessment (weighting 0.3); B, performance appraisal (weighting 0.4); C, students scoring (weighting 0.3); final score: S=A+B+C |
| The situation of completing the job objectives and tasks, performing duties           | The performance appraisal (appraisal results are divided into ABCD , score of A: 100 points; B: 90 points; C: 80 points; D: 70 points, which A25%; B30%; C30%; D15%) | The examination results by scores: AA (accounting for 25%), B (accounting for 50%), C (accounting for 25%) |                                    |
| Working in creativity, performance and research capabilities                          | Students scoring (There are seven projects ,full marks: 100, according to the five levels of ABCDE , which A(*1),B(*0.8),C(*0.6),D(*0.4),E(*0.2) ) | 3. Showing the semester examination results in publicity          |                                    |
| The performance and attitude, collaboration ability                                   |                                                                          |                                                                  |                                    |
| The recognition extent of students                                                   |                                                                          |                                                                  |                                    |

Table 1. The reference of Student Workers annual evaluation.
In addition to the external evaluation of teachers and students, the evaluation system also refined the self-evaluation indicators of student workers. System also includes three primary indicators (the basis of services, the process of services, the results of services), 10 secondary indicators (quality of personnel, the structure of organization, the support of finance, the culture of departments, the process of services, the degree of dedication, responsiveness, the construction of institution, direct outputs and comprehensive results), 20 three-level indicators (knowledge, skills, professionalism, special funds, values, codes of conduct, team spirit, work style, the starting point of process design, process reengineering capabilities, rapidity, adequacy, force assurance, regulation, effectiveness, efficiency, convenience, fairness, clients satisfaction and satisfaction of the competent authorities).

According to the Results of the Evaluation, Actualize the Effective Combination of Goals and Tasks. The understanding of American students work in common is a significant characteristic of specialization. Firstly, they have theoretical basis of system science; secondly, their structural arrangement generally is independent and highly functional; thirdly, there is the high degree of professionalism and specialization of student personnel workers. There are clear requirements and procedures for the employment and and promotion of US college students workers, in addition to the professional training to obtain bachelor’s, master’s and doctor’s degrees, they must also have the work experience and experience. The key is to have love and devotion spirit, willing to serve the students, and for students to set an example in action. This guiding principle has a strong reference meaning for Higher Education and China’s "student-orientated" concept.

The performance evaluation system that we improved with the service for the principle, the essence is actually the comprehensive evaluation of student workers in performing their functions, achieving their goals and completing their tasks. Using this evaluation method is conducive for the quality of service staff to conduct a more comprehensive assessment. Learn from the results of the evaluation, there are six major revelations: 1) Establish a idea of student foremost, strengthen ties with the management and services, construct teams with professional and professional student work, establish a complete, scientific, workable students work regulations and enhance professional construction work. 2) Propose a new building strategy based on value-oriented new work system through in-depth analysis of the objectives and characteristics in students work system. 3) Establish the main functions of the primary management, through the integration of the formation of "university work" system in existing institutions, and re-allocate the functions of the organization based on decomposition. 4) By actively trying to service orientation, humanized management, information networks and other new modes of operation, in order to achieve the objectives of internal operating system coordination, quick feedback, effective control purposes. 5) Consider the strengthened safeguards measures, thoroughly seek the institutional support system construction, and design appropriate solutions. That should improve the work system to provide institutional guarantee for student work, such as: To strengthen the team construction, we must provide high-quality human security for college students to work; to increase funding investment and to provide material security. 6) Take a further step to enhance the scientific assessment and evaluation to students, student workers and student work departments, to provide a protection for the evaluation of student work system.

Keep up with Times; Improve Work Style for Students Personality Characteristics. The work style of student workers is an important element of students ideological influence transit, because a good style of work can make students grow and develop. If the method and purpose of student does not fit the characteristics of student development and transit, it will restrict and hinder students' comprehensive and healthy development. "Student-orientated" concept is proposed work requirements for college students’ characteristics. Currently the college students are basically 90s youth groups, they have a more stable features of era mainstream, also have non-mainstream features varying with the social environment and individual circumstances, there are also some personalized, differentiated and diversified characteristics. Survival and development pressure is gradually increased, which gives birth to them a clearer, more rational and more pragmatic consciousness of personal development, consciousness of equality and consciousness of democracy.
This requires student workers must actively understand and get involved among the students, in order to grasp the rule of development of new groups.

The core of "Student foremost" work style lies in the wake of humanity and respect, considering the students as a starting point of work, following the talent of students, enhancing the potential of students, the most widely mobilizing the positive factors of students, the most fully stimulating students' creativity vigour, playing the subjective initiative of students at the maximum. Taking students as the starting point and end of school activities, and in particular to integrate the social values and the individual values of students. The work style of "student-orientated" concept is not only an idea, but a way and a method of working. We can not just regard students as the object of education and neglect; deny the comprehensive development of the students themselves. Because when we get away from the "student-orientated", all educational activities will be meaningless, college students will also sent to the inhuman situation. Second, pay attention to all-round development of students. Adam Smith believed: "On the great hope of human society, each piece has its own principles of moving, and it may be very different for the legislature attempted to impose on its principles." Legislators will never know the "specific circumstances" of everyone, as long as the freedom of personal choice exists, people will put themselves in the best circumstances, and namely, self-development is a basic human intrinsic property. Each student has the dignity and value of universal human, through the respect, approval, trust, dependence for each student to improve students' dignity and value. The goals which are based on "student-orientated" and pursued by higher education, it is not just knowledgeably "talented" people, or the people who are independent in judgment, having a unique personality, continuous improvement and development of the virtues. We should serve the students "development " in the students work, promote the comprehensive development of student morality, intelligence, physiology and mentality, both to meet the basic needs of students, and the management of science and laws, at the same time, to enhance their value and also serve human and social development; Third, enhance student services functions. We want to overcome the single-player mode, on the one hand to change target mode of following the pattern of the wind; the other is to try to meet students needs, teach students with their aptitude, give students the initiative, provide an all-round, multi-angle, deep, high-quality service. We not only to serve the current needs of students, but also to serve the long-term development of students; not only to meet the needs of the student, but also to serve the community requirements for students; not only pay attention to the needs of all students, but also to pay attention to student individual needs. Student workers can achieve the purposes of educating students, infecting students, attracting students, and guiding students through scientific service system, standardized service management, professional services quality and efficient service.

Meanwhile, the "student-orientated" concept work style will abandon the kind of "imparting knowledge", "stimulating learning" of "teacher-orientated" education style; also to eliminate the "dignity of the teacher," "being self-seeking" from the student off-fact "official-orientated " style; to deny the "instant success", "being snobbish" in the pursuit of material desires for the purpose of "object-orientated" style; and to exclude the "market speak", "practical talk" which only emphasizes the mode of following social needs to cultivate people - the "social-orientated" style. Students are not "machines" which are set by procedures and doing the repetitive motion, not only use "qualified" and "unqualified" to measure the product, student work is not an isolated choice, but the requirement of implementation in social values and personal values.

**Conclusion**

In summary, college students work is to make a purposeful and planned education organization, coordination, controlling management and service in students study and activities on campus and off, which covers the students' ideological and political education, learning, living, daily behavior norms, poverty alleviation, psychological counseling, community activities, employment guidance and many other aspects. How to embody the service concept - "all for students, for all of students" , and
thoroughly develop students in quality and ability, let students become the subject of school education to become the masters of school, it is necessary to improve their work style, so that the "student-orientated" values and philosophy should be as a guiding ideology into our higher education.

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