On the Application of Meticulous Management to Talent Cultivation of English Majors in Agricultural University

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Abstract. Meticulous management, a modern and scientific management idea, first got a wide spread in enterprise management and led to prominent effect. The paper probes into feasibility of applying meticulous management theory to talent cultivation of English majors by analyzing the features of meticulous management. The paper also discusses and proposes approaches and methods to realize meticulous management in university management.

Introduction

Meticulous management is a concept, a kind of culture. It is originated from the developed countries (Japan) in the 1950s. As a business management concept, it is the refinement of social division of labor, and the refinement of the quality of service. On the inevitable requirement of modern management, it is established on the basis of conventional management, and routine management to further the basic idea and the management pattern, it takes minimizing management resources and reducing management cost as the main target. Modern management thought, scientific management has three levels: first level is standardization, the second level is fine, the third level is personalized. \cite{1}

Applying enterprise management concept to the construction of college talent cultivation essentially follows the education development and market competition and enjoys the law of the survival of fittest. Talent cultivation in colleges and universities under the condition of limited resources is to maximize resources efficiency. Although as social organizations, both universities and enterprises have the security of the management system, yet also have certain differences. Hence how to elaborate meticulous management to talent cultivation in agricultural colleges and universities successfully and properly requires continuous practice and effective management measures.

Connotation of Meticulous Management \cite{2}

Meticulous management is the core of the whole enterprise operation project. In order to develop and expand, enterprise need to be able to use cultural essence, technical essence, wisdom essence etc. to guide and promote the development effectively. The essence of it is that enterprises need to grasp the characteristic of good quality products, handle the relationship between the products with zero defect quality, set up to ensure quality products formed system, form the core competitiveness for the enterprise and create the brand foundation. Its precision is: before or after every enterprise internal process and links, the cooperation and collaboration need to be precisely conducted.
The essence of the meticulous management is that it is a process of refinement, strategy and target decomposition. And it is also a process of improving enterprise the executive power. In order to achieve comprehensive, coordinated and sustainable development, enterprise are required to have a strong execute ability and excellent operation level, all of which rely on the powerful support of meticulous management.

Meticulous management is a process, not a goal. Way of management levels from junior to senior, from renting to fine, employees from unconscious to conscientious, behavior from unaccustomed to habit, from shallow to deep, is a long-term, complex and difficult process, could not be done overnight. On the contrary it is a process of cycle, hierarchy spiral ascension. [3]

New Mode of Meticulous Management of English Major

In search of the new mode of meticulous talent cultivation for English major, we aim at conducting an all-around development of professional competence, humanistic care and career planning ability by the involvement of all in the whole process of talent training. [4]

The new mode of meticulous talent cultivation for English major aims to develop English majors with strong skills and high quality comprehensively, systematically and scientifically in the whole process, accordingly students can have standards to conform, objectives to achieve and norms to comply for every training stage. In more detail, it aims to make students’ learning goals more precise, teachers’ teaching behavior more specific, counselors’ counseling process better organized, and head teachers’ intervention more powerful. The college has been adhering to the principle that “keeping the feet on the ground, knowing both the east and west”, practicing the spirit that “Subject-oriented ” and “Student-oriented ” are of equal importance, and intermingling the daily management with humanistic care for students’ both physical and mental development.

And together with the college leadership, teachers, teaching management personnel, counselors and head teachers in all levels, the college will fulfill the concepts of human care and interaction with each other in the whole talents-training process by paying real-time attention to the level of professional competence and discovery of employment potential of every student in every stage, aiming at cultivating students’ language skill comprehensively, at the same time, paying more attention to fining the training of professional quality competence. [5]

(1)The college secretary and presidency in their person lead all the members to deal with these dorms with problem, further understanding students’ daily life and devoting to improve students’ ability of self-management and communication skill. On class basis, the college conducts to carry on such activities like “the leadership face-to-face with students” regularly, on this account to be informed the situation of the talent training programs, curriculum setting, students’ thought and life demands, teacher-student interaction and so on, and finally to solve the practical problems.

(2)The teachers and head teachers work together to develop the students’ English application ability comprehensively and multi-dimensionally, ranging from the first classroom teaching to the practice of the second classroom. Every year more than 100 students volunteer for English translators or interpreters serving for Asian Winter Games, World Table Tennis Championships, Changchun Entrepreneurship and Employment Fair, Northeast Asia Expo and other National, provincial and municipal events. Besides that, as the regular voluntary support department for International Exchange Institute and International Exchange Division,
our college will send about 40 students to work on reception for foreigners’ and English translation every year, and during the practice process, the students can integrate their ability and improve the confidence.

(3) According to the students’ group characteristic and in order to keep the pace with times, we conduct personalized training to help students meet the diverse needs of the community. So we have proposed the concepts of students cultivation that “Careful cultivation, meticulous management, high-quality cultivation, and strive for perfection”.

(4) The objective of the mode of meticulous talent-training is to give consideration to both the standardization of professional skills and the diversification of talents. The establishment of the curriculum system takes the ability as the basis and the project as the supporter. On teaching evaluation method, we combine summative assessment with formative assessment. We establish a good process of personnel training, promote the executive of the culture subject and improve the fine talent training standards. We combine cultivation of students with professional study closely, practice moral education and lay the foundation for the students’ lifelong sustainable development.

Conclusion

With the industry competition increasingly intensified, intensive cultivation will become essential for enterprises’ survival and development, so it becomes more and more significant for the enterprises to keep competitiveness. Facing with much more stronger competitor, it is certain that the enterprises have to and will become bigger and stronger. Though there are many factors that influence enterprises’ benefit, internal administrative is always the most crucial one. How to insight into the changes in the market, specify the corresponding policy, expand the profit sources and reduce the cost of production can be intensified by appropriate management.

The colleges and universities should increasingly strengthen the meticulous management in the talent cultivation to improve its strain capacity. And the meticulous management means planning well for every management layer, knowing well to delegate every manager and benefit for every students’ training and development, which contributes to the healthy and stable development and keep its competitiveness in the talent output.

References


