

# Research on Flexibility of College Student Management System

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**Keywords:** Management system; Flexibility; Effective scheme; Connotation

**Abstract:** At present, the student management system in many colleges and universities has rigid characteristics and lacks humanistic thought, which seriously hinders the all-round development of students. Society, universities and students are constantly developing and changing. In order to balance these changes, it is necessary to achieve flexibility in student management. Flexible student management can meet the needs of society for flexible senior talents, and can meet the needs of students in the development of learning, psychology, ability and other aspects. This paper starts with the connotation, status quo and characteristics of flexible management. Combined with the problems existing in the management of college students, several effective schemes for implementing the flexibility of the student management system are proposed.

## 1. Introduction

Flexible management refers to the use of a non-compulsory way to guide the subjective initiative and innovation of the managed, with an active change to adapt to the changes of the managed. Grasp the law of change in change, create change, and achieve a stable development in change. Flexible management has an important impact on the economic, political, and cultural fields of modern society. In 2005, the Ministry of Education promulgated the "Regulations on the Management of Students in Ordinary Colleges and Universities", which proposed that the management of students should combine rigidity and flexibility. This shows that student management has presented humanization, democratization, legalization and scientific management trend.

## 2. The characteristics of flexible management and the fit of student management system

### 2.1 The basic connotation of flexible management

Rigid student management originally came from the Taylor management system popular in the corporate world in the 20th century. Traditional student management reflects the rigid management characteristics. The rigid management system has seriously hindered the development of students' personality. Flexibility is proposed relative to the rigid management model, which compensates for the drawbacks of rigidity in some respects. The flexible management adheres to the "people-oriented" and attaches importance to the psychological characteristics of people, rather than using suppression. The essence of flexible management is managed in an active, non-mandatory manner. The idea of "people-oriented" touches people's hearts, thus transforming into practical action. Flexible management pays attention to and analyses people's psychological and inner thoughts, and uses people's psychological characteristics as the starting point of management. Emphasis is placed on the humanized management mode of human personality development, rights, equality and psychological encouragement. Stimulate people's inner consciousness, enhance people's initiative consciousness, and improve people's consciousness [1]. The flexibility of student management system is to improve students' consciousness and turn psychological consciousness into action ability.

### 2.2 Basic characteristics of flexible management

Flexible management, as the name implies, is managed by means of "soft" and managed according to the development rules of human psychological behavior. Compared with rigid

management, flexible management has the following characteristics:

### **2.3 People-oriented management philosophy**

The flexible management pays full attention to the students' psychology, and fully considers the students' hobbies, personality, family background, cultural knowledge and other factors in management. Manage students in a human way, using different management methods for different students. In the management process, students' ideological and psychological changes are an important factor in management. The difference between flexible management and rigid management is that it encourages students and stimulates their inner potential. Give full play to students' initiative, innovation and enthusiasm. Let students learn and explore actively in a happy environment. The compulsion of rigid management is easy to cause students' disgust, while flexible management is a democratic way to manage students. Because students are respected and loved, they will cooperate with the management of the school. The effect of flexible management is far behind rigid management [2].

### **2.4 Emotional communication as a management method**

Flexible management attaches great importance to the cultivation of students' initiative, and uses psychological persuasion to achieve the purpose of management. Heuristic management is used to inspire students' inner potential and desire in an implicit way. Fully stimulate and mobilize students' initiative and enthusiasm, and use emotional communication and psychological persuasion to manage and educate students. Flexibility has no hierarchy and management positions, and members of the organization can communicate with each other in equality, trust, and sincerity. Generate psychological resonance and achieve consistency in management awareness [3]. Using democratic and fair management methods to enable members of the organization to form common values and pursuits, form an organizational culture atmosphere, and thus better guide, regulate and manage the ideas and behaviors of organizational members.

### **2.5 Hysteresis of management effect**

The purpose of flexible management is to motivate students. In order to ensure that the management system of colleges and universities is recognized and accepted by students, colleges and universities must ensure the advanced nature of their management ideas, and use moral concepts and scientific knowledge to guide students. Flexible management is a process of transforming from external form to internal acceptance and then to external action. This process takes time, and there will also be a drop in time. It shows that flexible management is periodic and can not take effect immediately, which reflects the lag of flexible management. In flexible management, we should step by step and not give up halfway because there is no effect for the time being.

### **2.6 The compatibility of flexible management and student management system**

The flexibility of student management system adheres to "student-oriented", which embodies the characteristics of humanization. Give students full respect and care, improve their cohesion, and teach students in accordance with their aptitude according to their personality characteristics. When formulating the student management system, it is necessary to integrate the flexible thinking and absorb the advantages of rigid management. The rigid combination of management system and the flexibility of ideological education are combined. [4]

The reason why the student management system is flexible is that the student management system and flexible management are compatible to a certain extent. Although the student management system and flexible management are different in content and concept, the two are similar and interrelated in many aspects. Both are to restrain people's thoughts and behaviors, adhere to the "people-oriented" management philosophy in management, and insist on using emotional communication to influence managers and aims in management methods to stimulate the internal potential of managers. To mobilize people's consciousness, creativity and enthusiasm, all are to provide more talents to the society and maintain social stability. Comparing with rigid

management, flexible management has the characteristics of uncertainty, sensitivity and periodicity, which are similar to student management system. In fact, the management of students is to guide, educate, standardize and serve. It is a form that combines management with education.

Flexibility of student management system should take into account students' psychology, environment, behavior, image and many other aspects. The management of students should have the characteristics of affinity, democracy and humanism. The management of students should attach importance to psychological inspiration and recognize students' ideas. Use action to educate students and reward system to encourage students. The implementation of these aspects will further improve the student management system and actively promote the development of colleges and universities.

### 3. The current situation of flexible student management system

The rigidization of the student management system in most local colleges and universities hinders the further development of colleges and universities. This paper analyzes and discusses the problems existing in the management of college students, and puts forward several effective methods to implement the flexibility of student management system.

In summary, the flexibility of the student management system must adhere to the "people-oriented" philosophy. In the process of management, it is necessary to clarify that the implementers and recipients of management are "people". Therefore, the student management system should emphasize the status and role of "people" and adhere to the core of students. Respect the status of students in management, recognizing that students are both the subject of management and the object of management. Students should be aware of differences and personalities, and care about their learning and life. In some colleges and universities, the survey on "who is the 'benef' of colleges and universities shows that the "school-based leadership" and "system-based" responses accounted for 63.2%. It can be seen that some colleges and universities still have rigid characteristics in their management concepts. Based on the leaders of universities and institutions of higher learning, it shows that the student management system has not yet combined with the flexible management concept. The management concepts of these colleges and universities neglect the respect and concern for students, which seriously hinders the sustainable development of colleges and universities. The following are the specific manifestations:

First, lack of respect for students. The key to the success of education lies in respect for students. Everyone wants to be respected by others, and so do students. Students have great initiative and creativity, and have a lot of consciousness and ideas. Especially many only-child children, who are sensitive and fragile, are eager to be respected. When investigating some college students' questions about "what is the discourse style of university staff towards students?", the students' answers are listed in Table 1:

Table 1 What is the tone of the university staff's speech to the students?

| The student replied | The proportion |
|---------------------|----------------|
| Kind                | 11%            |
| Cold and stiff      | 20%            |
| Machinery, orders   | 32%            |
| Warning, reprimand  | 37%            |

From Table 1, we can see that these schools neglect respect for students, do not highlight the subjectivity of students, and do not reflect the characteristics of flexible management.

Second, neglect the differences of students. Students have many specialties, for example, some students have advantages in sports, music, art and so on. However, the academic performance of these students is often general. Colleges and universities do not fully take these factors into account, but conduct class management and education as a whole. Many students do not have the opportunity to show their special skills. To students about "Do you have the opportunity to show your strengths and personality in college?" The answers to this question are as follows:

Table 2 Do you have the opportunity to showcase your strengths and personalities in colleges and universities?

| Student answer                   | The proportion |
|----------------------------------|----------------|
| No chance at all                 | 51%            |
| There are very few opportunities | 45%            |
| Have some chances                | 4%             |

As can be seen from Table 2, colleges and universities do not attach importance to students' personality development. In the management model, we adopt a one-size-fits-all, unified and standardized model, thus ignoring the differences of students. So that some students can not get personality display, hindering the creativity of students, lack of necessary pertinence to the management of students.

Third, ignore the emotional communication with students. A survey of some college students shows that "do college staff often have emotional exchanges with students?" When asked this question, the students answered the following questions in Table 3:

Table 3 University staff often communicate emotionally with students?

| Student answer | The proportion |
|----------------|----------------|
| No             | 25%            |
| Rarely         | 51%            |
| There are some | 12%            |
| often          | 12%            |

From the results in Table 3, it can be seen that there is very little communication between university administrators and students. Some colleges and universities tend to pay attention to students' academic performance and lack communication and communication with students in the student management system. These colleges only attach importance to the construction of the system and lack the humanistic care for the students. Because there is less communication with students in peacetime, the understanding of students is not enough, and the management of students is also very difficult.

#### 4. Effective plan for flexible implementation of student management system

Based on some common problems in the above-mentioned colleges and universities, this paper proposes several effective programs to flexibly improve the student management system.

##### 4.1 Strengthen theoretical education and attach importance to emotional communication

Theoretical education for students is the first prerequisite for the implementation of flexible student management system. The purpose of theoretical education for students is to guide students to establish correct world outlook, outlook on life and values. Let students analyze and understand problems independently. Students are an important force to promote social development, and their ideas must be in line with the times. But in the development of contemporary society, there are many bad ideas, such as money worship, practical trend of thought, hedonism and so on. As well as the impact of foreign culture and ideas, students are confused and confused in their ideological choices. In order to help students choose correct ideas, colleges and universities are obliged to educate students on the theories of Marxism, Mao Zedong Thought, Deng Xiaoping Theory and Scientific Outlook on Development. Convince students with the right ideas and communicate emotionally with students. Students have their own thoughts and consciousness, especially in the modern society, calling for the popularity of democratic thoughts. Let students pursue rights, equality and democracy. Students are unacceptable in the face of the means of compulsory, ordering, and controlling in colleges and universities. Some students will also have a rebellious mentality, which will eventually run counter to the management objectives of colleges and universities. Therefore, college administrators must understand the students' psychology and grasp the students'

ideological development. Learn to look at problems from a student's perspective and use communication instead of mandatory management. In this way, students and teachers will resonate emotionally, which is more conducive to the realization of educational achievements [5].

#### **4.2 Strengthen personal influence and attach importance to environmental impact**

Teachers are professions for shaping ideal personality. Teachers should not only educate students in class and in speech. It is to educate, inspire and sensitize students with their own practical actions. Flexible student management emphasizes that managers use their own actions to demonstrate to students and build a harmonious campus environment. To influence and influence students emotionally, so that students can fully understand and accept the management system of colleges and universities. The administrators of colleges and universities should influence the students' personality. The manager's knowledge, thoughts, behaviors, values, etc. should play a role in demonstration. Managers' words and deeds, attitudes, cultural accomplishments, and spiritual world all have a greater impact on students. Whether it is good or bad, it may be accompanied by a student's life. Therefore, the managers of colleges and universities should always look at their own behaviors and use their personality charm to positively guide students. The positive image of the manager is the most powerful weapon for managing students.

#### **4.3 Care for special groups, and focus on appreciation**

Psychological care and appreciation of students is an important manifestation of flexible student management, and the institutionalization of colleges and universities becomes a student's self-conscious behavior. The flexible management system attaches great importance to the psychological care of students and treats each student equally. However, flexible management needs to be different from person to person, and it pays attention to the concern of special groups. For those special groups such as poor academic performance, family financial difficulties, single-parent families, and ethnic minority students, it is necessary to strengthen their concern. Care for students should be implemented in practice, starting from psychological, life, learning and other aspects. Appreciation and incentive system is an important aspect of flexible management. We should affirm the positive and excellent aspects of students. Supporting and actively guiding students' good ideas to enhance their self-confidence. Bring spiritual pleasure to students and enhance their consciousness and initiative. Appreciation mechanism of individuality is adopted for students in different situations. Such as ideal incentive, goal incentive, honor incentive and other forms of incentives.

### **5. Conclusion**

The flexibility of the student management system should adhere to the "people-oriented" and highlight the student's dominant position. Based on the reality of society, we will meet the needs of students and society, and develop a humanized rules and regulations for students. The results of the flexible student management system are not immediate. Colleges and universities should proceed step by step, so as to truly achieve a democratic management model.

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