

# Study on the Reform of College Student Management Mode Based on the People-oriented Principle

Wenxiu Li

School of Art and Design  
Huanghe Science and Technology College  
Zhengzhou, China

**Abstract**—The traditional mode of college student management is usually a way for managers to execute the power given by the school according to their experience, or to control the indicators in the management according to the system and objectives. We can find that the traditional student management mode has a fundamental mistake in the management that lacks people-oriented principle, so we must put the “people-oriented principle” back into the management. The people-oriented principle is the objective need to meet the comprehensive development and individual development of college students in the college student management.

**Keywords**—higher education; management concept; people-oriented

## I. INTRODUCTION

The traditional mode of university student management is usually a way of managers to execute the power given by the school according to their experience, or to control the indicators in management according to the system and objectives. Although these two ways has the easily centralized and unified features and other advantages, but they ignore or inhibit the students' initiative and enthusiasm, not conducive to the comprehensive, healthy and harmonious development of students.

## II. THE DEFECTS OF TRADITIONAL MODE OF COLLEGE STUDENT MANAGEMENT

### A. Deviation of Management Concept

The goal of colleges and universities is to train high-quality talents, and college student management is the fundamental guarantee to achieve this important goal, so the concept for student management should be to serve students and make them healthy and successful, take the overall development of students and the personalized development as the management goal, and carry out work according to the health and success of college students.

In the traditional mode of college students management, schools manage and educate students, with the active and passive relationship, and concretely, in the student management, the rules and regulations are emphasized too much, which may enhance the orderly student management and ensure the normal teaching and campus order, but ignore

the real needs of students and the position of students as the subject, not only causing students' antagonistic psychology for the management but also increasing the difficulty of management and reducing the management effect. Students' resistance of management is nonnegligible in the student management because its negative effects will lead to failure of student management and will restrict the individual personality and comprehensive development of students.

### B. The Fault of Management Focus

The goal of talents cultivation in colleges and universities determines that the core of student management is to promote students' growth and study achievement. The focus is on student behavior management rather than affairs n management, so we should pay more attention to the cultivation of scientific values of students in the management, to guide them to develop good behavior habits, to adapt to social development and realize their value.

In the traditional mode, the student management has an incorrect orientation and an improper focus. In the management, managers pay more attention to the external form rather than the substance of management, with most of the energy on student affairs management but with less time and energy on students' thinking, development, education and guide. Therefore, we are busy with student management, but get little effect.

### C. Management Subject Is Unknown

Student education management has students as the object, colleges and universities should develop their all work with students as the focus, so students are not only the object of management, but also the subject of management. For a long time, we haven't carried out a effective education management according to the student's need in the student management, overemphasize the interest and benefit of class and school, taking the benefit of school and class as the ultimate benefit and goal, for example we emphasize the administrative standard or system standard, the importance of management power and status, and stress the order and discipline and regulations as well as students' compliance obligations. Essentially, we regard the management as a restriction and prevention of human behavior and will and consider students as the "utensils" of stuffing things and the mechanical, passive recipients of norms and standards, not thinking over student's

personality and initiative. This not only suppresses the personality of students and the spirit of innovation of students, but also leads to students' gradual ignorance of their personality, value and dignity.

#### *D. Mechanical Management Methods*

Management is both a science and an art. Management is very particular about ways and means. In ancient China, it was said that students should be taught according to their aptitude, which means we should carefully research the physiological, psychological and academic characteristics of the management objects in our student management and find the corresponding and proper management methods according to their characteristics. In the previous student management of colleges and universities, we overly emphasized that students must accept the same institutional constraints in the same environment and fulfill the same obligations to be managed, otherwise we thought student could not be effectively managed, the efficiency and benefit of management could not be achieved furthest. Under the guidance of this concept, we mechanically used a mode to apply to all students in the student management, and used a way to manage the overall management object. In fact, college students have significant differences in gender, ability and specialty so we can imagine the effect of such management.

Based on the above analysis, we can see that the fundamental mistake in the traditional student management mode is lack of "people-oriented" principle, so we must put the "people-oriented" principle back into the management.

### III. THE "PEOPLE-ORIENTED" PRINCIPLE IS THE INEVITABLE CHOICE OF COLLEGE STUDENT MANAGEMENT UNDER THE NEW SITUATION

#### *A. The People-Oriented Principle Is the Realistic Requirement of College Student Management to Adapt to the Development of the Situation*

Facing the severe employment situation, the college students have very big psychological pressure, their desire of becoming talent is very urgent, their subject consciousness is strengthened, and it is urgent to change the past passive managed position and role and to become independent subject. Therefore, the traditional student management mode is also facing the actual needs of reform and adjustment. With the popularization of higher education, the number of college students has increased dramatically, and the management of college students has become increasingly arduous. The traditional management mode can not satisfy the present situation. Therefore, in the face of a strong sense of independence and ideological diversity of many students, we should carry out scientific and effective management, and promote the health and all-round development of students, adhere to the proper people-oriented student management. The people-oriented principle, is to take the people's interests as the starting point and the foothold of all the work, and continuously meet the people's various needs and promote the comprehensive development of the students, and when reflected in the management of students, it is to take the students as the subject of management to mobilize students'

enthusiasm and initiative to participate in management, and then develop their self-management and self-education ability, and ultimately promote the comprehensive, free and harmonious development of college students.

#### *B. The People-Oriented Principle Is the Objective Need of College Student Management to Adapt to the Comprehensive Development and Individual Development of College Students*

The all-round development of college students is the objective requirement of social progress and the times development. The comprehensive development of contemporary college students is not only the development of scientific and cultural knowledge and technical skills, but also the development of ideological and political quality. At present, due to over-emphasis on the principle of vigorously developing a country by science and technology and other reasons, colleges and universities attach too much importance to the training of knowledge and skills, while ignore the education and training of students in their will and character, moral sentiments, social responsibility, value orientation, behavioral standards, which lead to lack of humanistic quality and humanistic consciousness in different degree, showing the lag of ideological development and behavioral norms behind the development of knowledge and skills. This is not conducive to the overall development of college students, it is necessary to strengthen the education and management of contemporary college students, so as to make them have good ideas and behavior together with the intelligence and knowledge. At the same time, in the student management of colleges and universities, we should also fully understand the physiological and psychological characteristics of college students, and take the management measures with certain hierarchy and emphasis according to the object, to make students get a good personality development, becoming the social subject with excellent personality characteristics and good quality.

#### *C. The People-Oriented Principle Is the Inherent Requirement of College Student Management*

The important requirement of modern education management is the people-oriented principle. It emphasizes the unity of social development and personal development, the unity of taking people as the means and as the purpose, and the unity of human subjectivity and creativity. The people-oriented principle is the important concept not only of modern universities but also of modern college student management, which advocates the education and management focus of cultivating sound "people" who meet the needs of the community and have comprehensive quality.

### IV. ESTABLISH PEOPLE-ORIENTED STUDENT MANAGEMENT

#### *A. The Content of Student Management Is the Intrinsic Needs of Students*

Everyone is an independent individual, has its specific and special needs, such as physical, psychological, material and spiritual needs. For the student management of colleges and

universities, the object of management is students, whose feelings for the management environment, whose status as the subject in the education and management of school, and whose satisfaction for their personal development needs of learning, love, interpersonal relationship and employment all impact the effect of management. We must respect the personality of students, fully consider their internal needs and individual actual situation, pay attention to their individual needs in the management, so as to have a definite object and receive expected effect.

We can create a personal profile that includes the student's basic family profile, life experience, learning, personality, interests, integrity, and so on, update and add it according to the timely survey, understand the actual needs of students, and then pertinently meet their needs, especially for the disadvantaged groups of college students, such as poor students, students with mental disabilities, disabled students, slow students, for whom, we should give more care and help, reflecting the humanistic care of management.

#### *B. The Goal of Student Management Is Students' Development*

The education and management of students is the management of people and more the management for people. As the fundamental goal of college student management, it should carry forward the personality and value and seek the comprehensive, free and harmonious development of people. The people-oriented student management is to take students as the ultimate of school management and take the development of students as the starting point to meet the needs of student development. The core of people-oriented management is to develop various management activities to enrich students' feelings and knowledge, improve students' intelligence, cultivate students' abilities of organization, management, coordination and creation, and guide students to form a correct world outlook, outlook on life and values in a timely manner, make students get more comprehensive and free development beyond their survival needs. We should take the development of students as the main standard to judge the student management, especially the development of students in personality and creativity ultimately promotes the healthy growth of students, the cultivation of independent, clear, diversified personality, and the comprehensive development of people.

#### *C. The Method of Student Management Is Student's Self-Management*

In the student management of school, we should guide students to achieve self-management and take it as the goal, give full play to the students' awareness of master, respect the status of students as the subject, furthest make them exert their initiative to participate in student management and their creativity, so as to form the education management mode of self-education, self-management, self-service and self-development of students. For example, we should respect for the rights of students, give students more voice and fully solicit the views of students before formulation of the rules and regulations and introduction of the management measures, to enhance the recognition of students and make it a "living

system", so that students will participate into it and agree it. When students really agree it, it will play a role. We can see that when students are willing to accept and willing to obey the system, it will have good management efficiency.

#### *D. The Environment of Student Management Is "Full Education"*

The campus atmosphere including plants and trees can be the role of educating people. The famous Peking University president Cai Yuanpei thinks that the school environment also has educational functions, and a school should have landscape, surrounded by gardens, and the buildings and apparatus of a school should have beautiful reflection. In this way, students in the campus, can accept the edification of virtue, and also accept the education of beauty. A good management atmosphere will play a subtle role for students. Therefore, colleges and universities should take students as the subject of school, both in student learning and logistics services or both in teaching to administration, all the work carried for the healthy growth of students.

### V. CONCLUSION

We should create a campus culture of equality, humanity and harmony, people-oriented, student-centered, and with the overall development of students as the goal, carry out a series of activities, serving students in the content and meeting students in the form, to make all students participate in it and receive good education, so as to truly achieve the purpose of education by joint efforts. Only when we reform the existing management mode of college students, create a democratic, free and harmonious educational environment, and truly practice the education idea of "all for students, for all of students, for all students", is the direction of modern university development found.

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