

Practice of the Cross-group of the PLC in the Management Model of Graduate Classes

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Keywords: Graduate class; Management mode; Cross-group of the party branch; league branch and class committee; “Three-in-one”

Abstract: The graduate class is an important basic carrier for political and ideological education. There are party branch (group), league branch and class committee in class (PLC), and strengthening their integration will help improve the management of the class. The “three-in-one” class management model of the party branch, league branch and class committee has been proposed for many years, but there are no specific implementation measures. Starting from the current situation of graduate classes, this paper puts forward the plan for the integration, that is, the cross-team of the PLC as the management unit of the class. This management model has been practiced in a 2017 class majoring in automation in Graduate School at Shenzhen, Tsinghua University and has achieved certain results.

1. Introduction

With the expansion of the enrolment scale of graduate students in China, the number of graduate students has rapidly expanded, posing new challenges for the management of party branch, league branch and class committee (PLC).

The graduate school system is 2-3 years usually, taking the three-year school system as an example. In the first year, students focused on basic courses; in the second year, they focused on scientific research; in the third year, they focused on internships or finding job. During the entire graduate period, most of the students were scattered in various laboratories, with less interaction.

The graduate class are mainly composed of members of the Communist Party of China, the Communist Youth League, the masses and the democratic parties. Among them, the members of the Communist Party and the Communist Youth League account for the majority. According to the first article of the first chapter of the League constitution, after joining the Communist Party, the members still retain the league membership. When they are 28 years old and do not hold a position in the group, he would no longer retain the group membership. So, the size relationship of each organization in the graduate class is: party branch < league branch < class (Li Yamin. 2012).

The data from the 2017 class shows that the number of party and league is closed, and the age of party members is not over 28 years old (based on the time of admission), as shown in Figure 1. Therefore, party members have the potential to fully tap into the construction of the party branch, league branch, and the class.

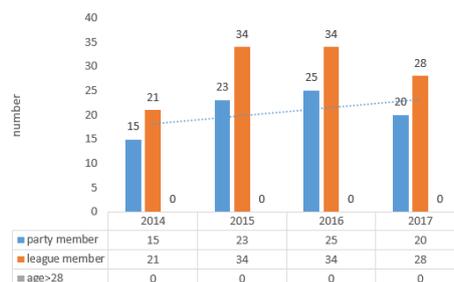


Figure 1: Distribution of class major in automation from 2014 to 2017.

In the normal class management mode, the party branch, the league branch, and the class committee focus on their respective work priorities and independently carry out their own work. The main members of the Party branch are responsible for the development and daily work of party members within the party organization; the main members of the group branch are responsible for the normal work of the group branch; the main members of the class committee are responsible for the normal development and operation of the class affairs. Most of the work is carried out by the main responsible person, which makes it difficult to mobilize other students to participate in collective construction and fail to achieve the role that collective construction should play. At the same time, each work is carried out separately, and there is a lack of a unified and coordinated division of labour mechanism, which is likely to cause tasks to work together.

2. Cross-Group

The cross-group of the party branch, league branch and class committee can promote the development of class affairs with the utmost efficiency, with the party branch as the core, the league branch as the leading force, and the class committee as the implementation, achieving the goal of integrated construction(Li Lei, Ji Hongwei. 2014).

2.1 Organizational structure

According to the needs of graduate class affairs, the party branch, the league branch and the class committee are vertically split and horizontally combined to form a cross-group of different functions. Table 1 gives a basic framework.

The party branch is divided into five groups, and each party group consists of a group leader who also is the deputy leader of the cross-group, formal party members, and probationary party members. The league branch is divided into five groups. Each group consists of party activists, members and masses. The committee is one of the members of the party or the group branch, and party members serve as the team leader of the cross-group.

There is a three-level mode of management in class committee. Firstly, the group leader acts as the direct responsible person to arrange the work of the members of the group. Secondly, the one charging of the party group serves as the responsible person in charge to coordinate multiple groups. Thirdly, the leader of the group acts as the person in charge of the class and conveys information to different groups.

Table 1: The framework of cross-group.

Class committee				Party branch			League branch	
principal	principal	group name	group leader	group deputy head	formal member	probationary member	party activists	the masses
squad leader	deputy squad leader	Academic	academic member	Head 1 st	A_1	B_1	C_1	D_1
		Employment	employment member	Head 2 st	A_2	B_2	C_2	D_2
	communist party branch	psychological	psychological member	Head 3 st	A_3	B_3	C_3	D_3
		physical	physical member	Head 4 st	A_4	B_4	C_4	D_4
		Literary	literary member	Head 5 st	A_5	B_5	C_5	D_5
...	

In accordance with the principle of combining voluntary choice with comprehensive coordination, class students select groups corresponding to the political appearance according to their own interests. When the number of elective groups exceeds the maximum, the general manager coordinates the allocation to ensure that each class in the class is covered in at least one group. The formula for calculating the maximum number of people in the group is as follows:

$$A_i = \frac{A}{K} \quad (1)$$

A indicates the total number of political, K indicates the number of groups, and i indicates a group.

2.2 Function and responsibility

2.2.1 Cross group

Identifying the small group of workers and responsibilities accords to the needs of the class. The academic group is mainly responsible for the information dissemination of lectures, organizing academic activities and co-organizing academic activities for the whole graduate school; the employment group is mainly responsible for information promotion of employment practice, employment guidance and career planning, and organizing independent practice activities; the psychological group is mainly responsible for psychological classes, such as information publishing, including class hold or undertake psychological lectures and psychological special activities, class students mental health status assessment; sports group is mainly responsible for organizing sports activities within the class, organizing participation in school and school-level sports competitions; the literary and art group is mainly responsible for organizing the literary arts within the class. Activities, organization, school, and academic activities

During the course of class affairs, the party group inspects the probationary party members and activists who participated in the party, and regularly reported on the branch committees. At the same time, it participates in the class affairs of the party activists as one of the work of joining the party.

2.3 Operating mechanism

2.3.1 Semester class planning

The main responsible person of the cross-group discussed the work plan for the semester, established a visual work table, and made the monthly activities uniform and order, as shown in Table 2.

Table 2: The framework of cross-group.

NO	Time	Content	Cross-group
1	2017.xx.xx	related to academic	academic
2	2017.xx.xx	related to employment	employment
3	2017.xx.xx	Related to psychological	psychological
...

2.3.2 Cooperative working

The party branch has at least one branch committee every month. First, members of the Party branch committee (including the party group leader) discuss matters related to party building; after the end of the committee, they convene a class meeting to expand to the members of the class committee at the same place to discuss the work arrangements and tasks for the next month. Figure 2 shows the organization.

The party branch holds at least one democratic life meeting every month. In the last part of the meeting, they increase the part of the work plan for the next month, let the relevant members of the party branch know the knowledge in advance, and put forward corresponding opinions.

The party branch and the group branch activities are planned to two adjacent time periods. After the party branch activities are completed, the group branch and the party branch members participate in the group branch activities, as shown in Figure 3.

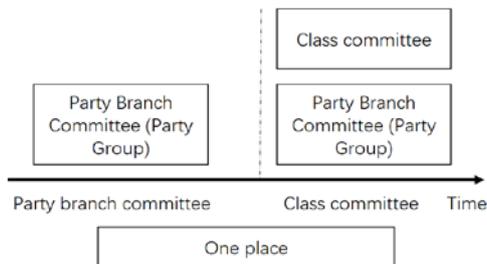


Figure 2: the integration of activities of party branch and class committee.

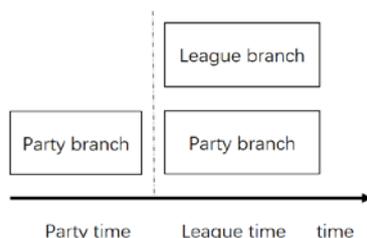


Figure 3: the integration of activities of party branch and group branch.

2.3.3 Evaluation system

We establish a group evaluation system. At the end of the semester, the cross-team of the party and group will report and summarize the work of the semester, and reward the team with outstanding work. The key inspection projects are: the quality of the activities, the number of participants, and the participation of the team members.

3. Practice result

According to the characteristics of bedroom and laboratory distribution, the psychological cross-group of 2017 class established a one-to-many state assessment network between inner group and outer group, which realized the full coverage of class mental work, as shown in Figure 4.

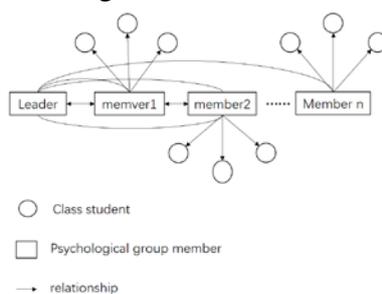


Figure 4: the state network of psychology.

During the semester's activities, the cross-team promoted the party branches, league branches and classes to carry out various class activities. The cumulative number of activities was as high as 80%. The practice proved that this program can effectively build the class.

4. Conclusions

The proposal presented in the paper continues the pace of integration of party branch, league branch and class committee, perfects the class management system, expands the coverage of party members in class management, implements the “red and specialized” talent training objectives of Tsinghua University, and achieves valuable results in practice. However, the rotation responsibility within group, cooperation and communication between groups need to be continuously explored in later practice.

Acknowledgements

This research is funded by the Tsinghua University Graduate Party Construction Research Fund for the 2017-2018 academic year.

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