

Research on the Cultivation Path of “Craftsman Spirit” of Communist Youth League Cadres in Colleges and Universities

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Abstract: Communist Youth League cadres are an important force in the work of Communist Youth League in colleges and universities, and also an important indicator to test the quality of talent training in colleges and universities. Craftsman spirit is the spiritual concept of pursuing Excellence, daring to give, losing fame and fortune, and being professional and dedicated, which is of great value to the cultivation of the cadres of the League School in colleges and universities, and also contributes to the realization of their self-worth. This paper analyzes the connotation and essence of “craftsman spirit”, the significance of “craftsman spirit” to the cultivation of League Cadres in Colleges and universities, and the problems existing in the practice of “craftsman spirit” of League Cadres in Xi'an colleges and universities, so as to put forward the path of cultivating “craftsman spirit” of League Cadres in Colleges and universities. Through this study, we hope to build a dedicated and conscientious team of Youth League cadres, and enhance the combat effectiveness and cohesion of the Communist Youth League.

1. Introduction

The Communist Youth League is the mass organization of advanced youth under the leadership of the Communist Party of China, and it is the assistant and reserve army of the Communist Party of China. Youth League cadres are the communicators to realize the contact between schools and students, the forces that schools must rely on to carry out student work, and the primary relying force of teachers engaged in youth league work. Under the new situation of deepening education and teaching reform and promoting quality education in an all-round way, guided by the Communist Youth League and flanked by student unions and student associations, league organizations at all levels have played a prominent role in self-construction, social practice and meeting the diversified needs of young students, focusing on the fundamental tasks and basic functions of cultivating new people with socialist “four haves”. However, the arduous task, the importance of the role and the diversity of the work content urgently need a team of high-quality League cadres, which is the basis of the league work in Colleges and universities. However, in practice, a series of problems, such as “muddling along”, utilitarianism and lack of dedication, are often encountered in the construction of the cadre team of the Youth League, which seriously affect and even restrict the healthy development of the cadre team of the Youth League, and also perplex many teachers engaged in the work of the Youth League. How to find the best balance among the contradictions is a topic worthy of discussion.

Premier Li Keqiang mentioned the word “craftsman spirit” in his government work report in 2016. In the same year, Comrade Liu Yandong also emphasized the need to “carry forward the craftsman spirit and build a skilled country” at the launching ceremony of the National Vocational Education Week and the opening ceremony of the National Vocational College Skills Competition. As a result, “craftsman spirit” has once again returned to the Chinese public's vision. Dedication, pleasure and concentration are the three levels of craftsman's spirit from the inside to the outside, and also the process of gradual sublimation of personality and realm. Such “craftsman spirit” can not only promote the transformation and rise of China's economy, but also be applied to the cultivation and construction of League Cadres in Colleges and universities, so as to build a dedicated and conscientious team of League cadres.

2. The Connotation and Essence of “Craftsman Spirit”

“Craftsman spirit” refers to the craftsman's exquisite craftsmanship of his products with the utmost attitude, the pursuit of excellence in creativity, the quality spirit of Excellence and the service spirit of customer first. Craftsman spirit is a kind of spirit of the whole nation, which exists in everyone's body and heart. Many people with insight agree that craftsman spirit is an attitude, a belief, a pursuit, a love, a craft and a career. Craftsman spirit is a focus, a persistence, a preciseness, a meticulousness, a integrity, a quality. Craftsmanship spirit is a direction, an accumulation, a personality, a practice, a value, a business, a wealth and an empire. In fact, there are three levels. The first level, the ideological level, “craftsman spirit” refers to the spirit of dedication, selfless dedication, willing to be an ox, which is the attitude and spiritual concept that employees always maintain a serious, responsible and loving attitude towards their work. From this point of view, “craftsman spirit” should not be narrowly regarded as the spirit that workers or blue collar workers need to possess, but widely include the value pursuit and spiritual quality that people from all walks of life should have in their respective jobs. The second level, behavior level, “craftsman spirit” is characterized by innovation, continuous focus and attention to details. The third level, the goal level, “craftsman spirit” refers to the spirit of keeping improving and pursuing perfection.

3. The Significance of “Craftsman Spirit” to the Cultivation of League Cadres in Colleges and Universities

(1) The embodiment of “craftsman spirit” in College League Cadres

The “craftsman spirit” is mainly reflected in the following aspects among the cadres of the Communist Youth League in colleges and universities: First, keep improving. At work, pay attention to details, pursue perfection and perfection, and spare no time and effort. Second, rigorous and meticulous. Don't take chances, don't cope with work, and make sure that every job is perfect. Third, patience, concentration and persistence. In the work, constantly improve their ability, constantly improve their working methods, and better accomplish every task. Fourth, professional and dedicated. At work, I have high working enthusiasm, high sense of responsibility and good working ability. Fifth, indifferent to fame and fortune, selfless dedication. Not utilitarian, not bureaucratic, just doing things with your heart, giving and serving teachers and students. This kind of behavior comes from the inner love, from the true nature of the soul, not seeking fame for profit, but simply trying to do one thing to the extreme.

To sum up, the “craftsman spirit” of the League cadres in colleges and universities is mainly reflected in “dedication, respect for posts, compliance with rules and regulations, dedication, honesty and service awareness, and good team cooperation spirit”.

(2) The significance of “craftsman spirit” to the cultivation of League Cadres in Colleges and Universities

Communist Youth League cadres are an important force in the work of Communist Youth League in colleges and universities, and they are also an important indicator to test the quality of personnel training in colleges and universities. At present, the construction of league cadres in colleges and universities is facing many new problems and challenges. Therefore, strengthening the construction and management of youth league cadres is an important part of college student work, which plays an important role in maintaining campus stability, doing a good job in ideological education for young students, enhancing the cohesion and combat effectiveness of the Communist Youth League, and cultivating and bringing up a new generation. Craftsman spirit is the spirit of pursuing excellence, daring to contribute, indifferent to fame and wealth, professional dedication in work. It is of great value to the cultivation of League Cadres in Colleges and universities, and also helps to realize the self-worth of League cadres.

4. Problems in Practicing “Craftsman Spirit” of League Cadres in Xi'an Universities

According to the questionnaire survey of league cadres in five different types of universities in

Xi 'an, Xi 'an Fanyi University (private colleges), Xi 'an Vocational University of Automobile (higher vocational colleges), Xi 'an International Studies University (public first-class colleges), Xi 'an University of Arts and Sciences (public second-class colleges), Northwestern Polytechnical University (public 985/211 colleges), and teachers, counselors, ordinary college students and league students engaged in league work in the five universities, it is found that there are a series of problems in the practice of “craftsman spirit” by league cadres in Xi 'an universities.

(1) The supervision and restraint mechanism for League cadres is not perfect enough

With the increasing number of students after the enrollment expansion of universities, the ranks of youth league schools are also growing. Although there are layers of selection, the quality of cadres is still uneven, and the instructors can't cover everything. In practical work, there are many problems, such as uneven workload distribution, unreasonable selection mechanism, unscientific assessment mechanism, relatively lack of incentive mechanism, and difficulty in formulating relevant systems to ensure efficiency and fairness.

(2) The League Cadres' understanding of the value of “craftsman spirit” is not in place

With the changes of social values, some unhealthy practices have infiltrated into the campus, which has influenced our League cadres, resulting in their inadequate understanding of the value of “craftsman spirit”, and the phenomena of heavy utilitarian heart, bureaucracy, neglect of study, etc., which have caused fatal injuries to the reputation of League cadres. League cadres should not only learn to do things, but also learn to be human. At the same time, as a qualified youth league cadre, one must have high working enthusiasm, high sense of work responsibility, good working ability and selfless dedication. In practice, most league cadres can't do this, and they need to summarize, learn and reflect constantly in the future to improve their own qualities.

(3) The stability and inheritance of League cadres are not strong

The stability and cultural inheritance of League cadres are another important factor that restricts the cultivation of “craftsman spirit” of League cadres. To inherit a career, the first thing is the inheritance of ideas, the second is the inheritance of work content or activity carrier, and the third is the inheritance of work experience. The main reason for the instability and inheritance of the League work in colleges and universities is the frequent changes of full-time League cadres engaged in the Communist Youth League and student work. First, the frequent changes of the full-time League cadres or teachers who are engaged in the work of students' League learning lead to the frequent changes of the concept of League learning in the change of personnel, which makes the League learning cadres difficult to accept and tired to deal with. Second, the frequent changes of full-time League cadres lead to different focus of League organizations, frequent changes of activity carriers and work contents, and it is difficult to continue the cultivation and construction of the brand of mission activities. Third, the annual replacement of League members makes a lot of valuable work experience can not be continued.

5. The Way to Cultivate the “Craftsman Spirit” of League Cadres in Colleges and Universities

On the premise of fully understanding the importance of “craftsman spirit”, colleges and universities regard cultivating craftsman spirit as their own educational philosophy, and make use of various resources and methods to effectively cultivate the craftsman spirit of Communist Youth League cadres, thus enhancing the combat effectiveness and cohesion of Communist Youth League organizations.

(1) Moral education is the ideological position of cultivating the “craftsman spirit” of League Cadres

Moral education is “education in which educators exert systematic influence on the educated in a purposeful, planned and organized way according to the requirements of a certain society or class, and transform certain social thoughts and morals into individual ideology and moral quality”. Moral education, intellectual education, physical education and aesthetic education are interrelated and permeate each other, which provide important guidance, motivation and guarantee for the healthy growth of students and the benign development of schools. Therefore, colleges and universities must rely on the advantages of moral education development, give full play to the educational role

of moral education, integrate the connotation of “craftsman spirit” into moral education, and choose appropriate methods to educate and guide league cadres, so as to make them clear about the essence and connotation of craftsman spirit and understand its value and significance. So as to form a more correct working attitude, improve their professional quality, make them understand and practice the “craftsman spirit” while studying, and promote their own growth and success.

(2) Improve the supervision and assessment system of craftsmanship cultivation education for League Cadres

Establish a practical supervision and assessment mechanism. This is very important for the cadres of the League School to keep their enthusiasm and work enthusiasm for a long time. First, according to the responsibilities of various departments of the League organization, the assessment system should be scientifically formulated. Secondly, the cadres of the League should be assessed in strict accordance with the assessment standards. The behavior, words and deeds of the League cadres have a great influence on the students. According to the assessment criteria, combined with the work, study and daily performance of the League cadres, an objective and fair evaluation is made, and a file is established for each student to be archived in time. Third, constantly improve the supervision mechanism. Youth League cadres take student service as their purpose, and their work should be supervised and evaluated by students. They can set up suggestion boxes or set up online forums to collect the opinions and suggestions of students as one of the basis for evaluating youth League cadres. Fourth, we should pay more attention to and take good care of the League cadres. According to the assessment results, we should increase the reward and publicity efforts for the outstanding League cadres, create models and examples, and form a radiation effect from point to area; give some help to the League cadres who have both excellent character and learning and poor families; give priority to recommending the League cadres who have a good mass foundation and strong ability to join the party, and give priority to recommending employment when they graduate.

(3) Constructing campus culture full of “craftsman spirit” is an effective means to spread and carry forward the craftsman spirit of League cadres

Culture and education are in perfect harmony. Campus culture is the common learning and living environment of teachers and students in the whole school, which plays an important role in the development of the school and is an important way to realize the educational purpose. Colleges and universities should take campus cultural activities as the guide, effectively integrate the craftsman spirit into campus culture, and make full use of the hidden educational resources of “campus cultural activities” to spread and carry forward the craftsman spirit. By constructing a campus culture rich in “craftsman spirit”, the inheritance of craftsman spirit culture in league organizations with the characteristics of schools or departments is formed, so that the cadres of league organizations can accumulate the inside information of “craftsman spirit” in their eyes and ears. First, the scientific connotation of “craftsman spirit” is presented on the campus new media platform in the form that vocational college students like to see and hear, and gradually internalized into the heart and externalized into the line through the influence of being influenced by the ears and eyes. Second, carry out regular educational activities with the theme of carrying forward the craftsman spirit, arouse students' subjective initiative in pursuing the craftsman spirit, and promote the craftsman spirit to enter the ears, hearts and minds. Third, the craftsman spirit should be closely combined with the students' second class activities, including social practice activities with the theme of “volunteer service and dedication”, voluntary service activities, “going to the countryside in summer”, “learning from Lei Feng”, typical story report meeting, watching movies, professional quality competition, keynote speech competition, essay writing and debate. The fourth is to guide and educate students to start from me and the small things around them, such as carefully cleaning the classroom and cleaning the blackboard, because to concentrate on everything perfectly is to practice the craftsman spirit of keeping improving.

Craftsman spirit is a deep cultural form, which is formed by long-term value incentive. The cultivation of “craftsman spirit” is time-consuming and labor-intensive, with long cycle and slow effect. The education of league cadres should make great efforts from three aspects: material culture, system culture and behavior culture, abandon the impetuous and utilitarian work style in the past,

and evaluate each league cadre with a long-term vision and a mentality of understanding, tolerance and encouragement. The campus cultural environment suitable for the craftsman spirit to take root and thrive should be less impetuous and more pure; Less opportunistic and more down-to-earth; Less eager for quick success, more focused and lasting; Less abuse, more painstaking work.

(4) Practical education is an important way to cultivate the craftsman spirit of League cadres

As a professional spirit, “craftsman spirit” can only be deeply understood through personal experience in practice. Only when the craftsman spirit is combined with specific work scenes can students understand the essence and value of “craftsman spirit” from a deeper level and regard it as their professional belief and pursuit. We can gradually cultivate students' working feelings by means of scene teaching and school-enterprise cooperation. Generally speaking, spiritual education is a very difficult job, and it is difficult to combine it effectively with reality. We advocate a practical education of “teaching by heart and teaching by body” in the management of cadres in league schools in universities, in the teaching of professional knowledge and skills, and in the creation of specific work practices, which is helpful for students to understand the craftsman spirit.

“When you get it on paper, you will feel shallow. When you know it, you should practice it.” League cadres should be the “vanguard” of practicing the craftsman spirit. Even though there are many difficulties ahead, this is the mission given by history to the Communist Youth League cadres. Since the Communist Youth League cadres in colleges and universities should practice the craftsman spirit, as craftsmen, they must have the sense of responsibility. Only those craftsmen who dare to take responsibility can be good at learning from others, dare to innovate and forge ahead, be diligent in studying and exploring, be willing to be lonely and insipid, be willing to give and pay, and carry out student work with a meticulous and striving for perfection attitude. Therefore, colleges and universities should pay more attention to cultivating the “craftsman spirit” and efficient “craftsman consciousness” of the cadres of the Communist Youth League in colleges and universities, so as to build a team of cadres who are dedicated and conscientious, and enhance the fighting capacity and cohesion of the Communist Youth League.

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