

Application of Flexible Management in Student Management

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Keywords: Flexible management; Student; Management work

Abstract: With the deepening reform of higher education, the traditional rigid management model of colleges and universities can not cope with the development and changes of the new situation. For the traditional rigid management, the concept of flexible management appears in the management of foreign students. On this issue, the author analyzed the role of flexible management in student management. According to the analysis, the flexible management concept, the scientific management concept derived from modern enterprise management was introduced into the school management, and achieved good results in practice. For such a management model, it is needed by higher vocational colleges in China.

1. Introduction

With the deepening reform of higher education and the continuous expansion of colleges and universities, higher education has entered the “buyer market” from the “seller market” [1]. Therefore, the characteristics of “democratization, living and individualization” are more and more present, and the main position of students in education is more and more reflected. The traditional “rigid management” model is difficult to adapt to the needs of the new situation. Therefore, it is necessary to change the original management model and explore the implementation of “flexible management” [2]. The increasing number of students has made it more difficult for students to manage their work. This management philosophy and practice still dominates the practice of international student management. There is a lack of “humanity” in the management concept of international students, and there is a lack of deepening and sublimation of human knowledge [3]. This lack of correct and profound understanding of human nature or nature not only restricts the formation and development of advanced management concepts for foreign students, but also seriously restricts the improvement of management quality and the realization of management objectives for foreign students [4]. However, nothing can remain unchanged forever. With the continuous development and progress of society, the problems and drawbacks of rigid management have gradually emerged [5]. All kinds of signs show that the rigid management system can no longer be perfectly competent for the management of Contemporary Colleges and universities, and the reform of management system is imperative [6].

2. Current Management Situation of Colleges and Universities

All along, the rigid management concept has been adopted in the management work of Higher Vocational Colleges in China. Rigid management emphasizes the core position of rules and regulations. It has clear rewards and punishments, does not show affection, and everyone is equal before the system. It is a rational and scientific management party Type [7]. Flexible management holds that people are not only the main body of management, but also the object of management. At the same time, they hope to deal with various problems in real life in their own way. They also hope that parents and teachers can give correct and scientific guidance on the basis of equality [8]. Schools, teachers and society are gradually correcting the existing discrepancies in the teaching of college English, and strive to transform the English teaching with the goal of exam-oriented into the comprehensive quality education of English with the core of improving students' practical ability in English listening and speaking [9]. Of course, for the infiltration of aesthetic education in the English listening and speaking classroom, and to improve the overall quality of students, we also

have a deeper understanding. With the development of the domestic economy and the advent of the information age, higher vocational education has taken on a more important role and has received the attention of the state [10]. In recent years, the number of students has increased rapidly, and the number of students in individual schools has increased by more than 10 times. This has also caused many students' problems.

As a special group, some students are not interested in learning, and have bad habits such as surfing the Internet. Doing a good job in this part of the student's work is related to the success or failure of student management. I don't understand the current school management. A survey of 200 students was conducted, and it was found that students can be roughly classified into the following five types.

Table 1 School student study status questionnaire

Student performance	Good learning	Class on time but no high goals	Entering the Internet class	Professional class can't understand	Entering class, fighting
Proportion of the number of people surveyed	21%	55%	16%	3%	5%

More and more people in today's society have begun to pay attention to the concept of human-centered management. Many countries have implemented the "people-oriented" management concept in their work. It can be said that this is the development trend of management in the world. In the reform of teaching methods, the use of students' interest to stimulate students' motivation for learning has become the guiding principle for the application of new teaching methods. It is based on the study of people's psychological and behavioral characteristics, using non-mandatory methods to create a potential persuasiveness in people's minds, thus transforming organizational will into a management method of people's conscious actions. Flexible management is a humanized management mode that achieves the management purpose by taking the spirit of people and people as the core of management, applying and creating cultural factors. With the continuous advancement of the construction of democratic politics in China, the quality of national democracy and politics is higher, the demand for democracy and people are higher and higher, and vocational students are the most advanced members of the people. Its consciousness of subject, independence and democratic participation is becoming stronger and stronger, which requires the management of higher vocational students to make timely changes and adjustments and make scientific and human choices. Overemphasizing a top-down management, ignoring bottom-up management and horizontal communication and coordination. In addition, they regard foreign students as "robots" that can be mobilized only by organizational system, ignoring the stimulating effect of social, cultural and emotional factors on the potential resources of foreign students.

In recent years, many higher vocational colleges are actively advocating the humanized service consciousness of student management. The change of this mechanism actually reflects the continuous practice of advocating the people-oriented concept in student management. In order to better grasp the key factors affecting student management, we set up a questionnaire. As shown in Table 2.

Table 2 Ways to Improve the Effectiveness of Student Management (%)

Perfection of School System	The Quality of Students	Improvement of School-running Conditions	Quality of managers	Other
16	25	17	31	11

3. The disadvantages of traditional management methods and the advantages of flexible management

With the expansion of colleges and universities and the reform of the credit system, the ideals,

beliefs, ways of thinking and behaviors of college students have also changed. Students pay for schooling and self-employment, and they are required to increase the awareness of high-quality services provided by universities, and the influence and authority of teachers and student managers in students is reduced. In the traditional management concept of our country, we have always been based on compulsory management, and we have not considered the free and comprehensive development of students. Under the “people-oriented” scientific development concept, the traditional rigid management methods based on regulations, systems and regulations still do not meet the needs of the development of modern higher vocational colleges. Because it neglects the needs of students' individual development and psychological factors such as emotions and dignity, it often pays half the effort in the management of students, even to the contrary. For example, some of the international students who come to our school come from Islamic countries and celebrate Ramadan every year. Therefore, in the management of daily life, if there is a “one-size-fits-all” type of rigid provisions, it will inevitably lead to students' dissatisfaction. Therefore, we can not use traditional management methods to manage these students. We must follow their characteristics, find new ways to manage them, teach them in accordance with their aptitude, abandon the old idea of mandatory management, pay attention to people-oriented, and use the concept of flexible management in the management of students. Vocational education is an important part of China's education and an important basis for national economic and social development. It undertakes the task of training hundreds of millions of high-quality workers and tens of millions of highly skilled professionals. Students' daily learning behavior must be correctly guided by student management. Only in this way can “the management of students in Colleges and universities involve in the management of students.” To students' life, learning, ideological and political aspects. It penetrates into the work of educational administration, scientific research, personnel, logistics and other functional departments. Teachers and staff in the whole school are all teachers of students, and they are all responsible for education. However, most of today's college students are too individualized and self-centered, and more and more schools are helpless to students' behavior and learning habits. It is difficult for them to identify with their educational and management concepts.

We set up questionnaires, combined with the main forms of communication between student managers and students in the daily management process, through investigation and statistics, according to the communication situation between student managers and students in a semester. As shown in Table 3.

Table 3 Investigation on Direct Communication between Student Counselors and Students

Number of class meetings presided over	Number of activities carried out	Number of conversations with students	Number of visits to dormitories	Number of meetings of class cadres	Other
8	26	39	7	15	5

The deep development of the scientific concept of quality development, the deep operation of the new curriculum reform in Higher Vocational colleges, people-oriented has become the development concept of the whole society, the development concept of Higher Vocational colleges, and the value goal of the management of Higher Vocational colleges. Rigid management is managed by means of restriction, supervision, coercion and punishment under the condition of system and authority. Flexible management is managed by means of respect, encouragement, guidance and Enlightenment Based on culture and emotion. With the continuous development of higher education, “people-oriented” management concept has gradually become the value goal of school management. The ultimate goal of student management is to enable students to improve their personality and personality while receiving education in school. Most of the higher vocational colleges in China have formed their own fixed campus culture atmosphere. However, as far as the author is concerned, the campus culture of most higher vocational colleges is still relatively monotonous and lacks the embodiment of humanistic care. Flexible management means taking people as the core of management, taking humanity as the standard and treating people as the starting point and destination of management. Therefore, managers must take the opportunity to guide them to the

path of noble and progressive. Introducing flexible management concepts in the management of college students in response to the characteristics of contemporary college students is an inherent requirement of the characteristics of college students' ideological changes.

4. Conclusion

In today's society, people-oriented thinking is more and more popular, and the concept of flexible management is adhering to this idea. In flexible management, it takes time, or even repeated times, for managers to change their will into conscious action of foreign students. Rigid management is the premise and foundation of management. Management without rules and regulations is bound to be chaotic, and its flexible management will inevitably lose its foothold. Regarding the management of students in Higher Vocational colleges, whether it is the more diversified individual students or the actual demand of social development for multi-specifications and multi-level technical talents, it is strongly demanded to abandon the previous standard mode of evaluation of excellent students' conduct. Construct a new multi-dimensional, open and dynamic evaluation system consistent with flexible management. Without flexible management, student management will lack motivation and lack vitality. Therefore, in the implementation process, it should be soft and flexible, and complement each other. In short, the implementation of the school-enterprise cooperation model in the ideological and political course requires the joint efforts of schools and enterprises to continuously explore and improve relevant theories and make them mature. In the end, students will really feel the charm of ideological and political lessons. Therefore, the ideological and political course can play a guiding role in the growth of students and become a course that will benefit students for life.

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