Research on the Refined Management Mode of Student Work for College Counselor

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Abstract: With the development of the times, the management level of colleges and universities has been greatly improved. As the main manager and guide of students’ thoughts, college counselors should start from the specific situation of students and carry out the management of students. This paper first introduces the fine management mode, then analyzes the necessity of counselors’ fine work in the process of carrying out student management in colleges and universities, and gives the specific measures to realize the fine management of counselors’ student work.

Keywords: Colleges and universities; Counselor; Student work; Fine management; Specific measure

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With the continuous development of education in China, further requirements are put forward for the management level of counselors. Therefore, in order to better meet the needs of higher education, college counselors should change the previous management mode and carry out fine management. College counselors should start from the actual needs of students and standardize the management content. According to the specific situation of each student, they should formulate a fine management mode suitable for students, so as to improve the quality of management and do a good job in the cultivation of talents for the construction of the motherland.

1. The Brief Introduction of Refined Management Mode

Fine management, as its name implies, is to subdivide the daily management work, make the management become humanized, so as to make the management

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work better. Compared with the previous management model, this model is more easily accepted by students, and can establish a close relationship between students and counselors. In the process of management, counselors shoulder a great challenge, considering that the management content of colleges and universities is more complicated, involves a wide range of aspects and so on. Therefore, in order to better carry out the management work, counselors can use the refined management mode, so as to give full play to the autonomy of students, make them actively cooperate with the development of management work, which will not only reduce the pressure of counselors’ work, but also make the student management more harmonious.

2. The Necessity of Refinement of Counselors’ Work in the Process of Student Management in Colleges and Universities

   (1) Meeting the development needs of education reform

   Under the background of educational reform, fine management, as a new management concept, meets the needs of reform. In recent years, there have been many problems in the process of college student management. Counselors are important participants in student management and play an important role. Therefore, in the actual management process, first of all, we should restrict students’ behavior to a certain extent, and formulate corresponding refined management measures from the actual situation of students, so as to properly solve the problems in the previous management process.

   (2) Ensuring the students’ daily life better

   Fine management is to subdivide the content, which can protect the daily life of students. For example, dormitory is the main place for students to live. Whether the relevant management regulations of dormitory are perfect and implemented is directly related to the quality of students’ life. First of all, according to the number of people living in the dormitory, the equipment related to the floor should be reasonably configured, such as washing machine, hair dryer, and so on, so as to meet the needs of students’ life. At the same time, it is necessary to manage foreigners. When some students return late, the administrator should carry out certain criticism and education. Finally, counselors should check the hygiene of dormitories to ensure that they can have a clean living environment.
3. The Current Problem Existing in the Process of Student Management in Colleges and Universities

(1) The management mode is too old to be suitable for modern students

The times are constantly developing, but some counselors still follow the previous management mode, so the management mode is too old-fashioned and is not suitable for modern students, thus making the management of students unable to carry out well. Some administrators only pay attention to the moral and political education of students in the management process, but this kind of education mode can not make students realize their mistakes well, and can not take the initiative to accept the teacher’s education. Even some counselors use “self empiricism” to carry out management work. This kind of management mode will only get half the result with twice the effort and cannot achieve their ideal results.

(2) The management level of counselors is poor and needs to be improved

Relevant research shows that it is a common problem that counselors’ management level is not good and needs to be improved. This is mainly because most counselors are also students before the management work, they lack certain management experience. And some counselors have not received relevant training, their management level is poor. When such administrators manage students, they often don’t know how to solve some thorny problems, which makes the management of students unable to be carried out in an orderly manner.

4. Specific Measures to Realize the Fine Management of Counselors’ Work

(1) Improving the management level of counselors, making the management work better

In order to implement the fine management, counselors, as the direct participants of the management, should have a clear understanding of the fine management. Therefore, first of all, let counselors know what is fine management. Fine management is to subdivide the management work, but not to manage every work. Counselors should start from the actual situation of students, formulate relevant management system to meet the needs of students’ development. It should be noted that counselors should refine the details in this process, so as to make the management work more standardized. And it is the core of management to ensure that students can get better development, so counselors should keep this core in mind in the process of implementing fine management. counselors should keep this core in mind. Secondly, counselors should establish a certain sense of fine management. The school can hold some activities to strengthen the communication
among counselors in various colleges, so that they can share their experience in the management process, and discuss the problems in the management process, so as to learn from each other, so that counselors can master certain management skills methods and have their own management methods.

(2) Doing a good job in position construction to provide a basis for the implementation of fine management

When counselors formulate relevant management system according to the actual situation of students, this system also needs to be carried out with the help of a certain platform. Therefore, the school should do a good job in the construction of the position for the implementation of the management system. The construction of the position is mainly carried out from the following aspects. Firstly, the school should carry out the construction of the style of study, advocate teachers to use roll call, attendance and other methods to assess students in class, and punish the students when they violate the system, so as to effectively carry out classroom teaching and ensure the quality of class. Secondly, counselors should strengthen the contact with teachers, monitor students’ classroom dynamics in real time, make full use of the construction of the second classroom, and carry out various practical activities with the help of playgrounds and other training bases, so as to enrich students’ extracurricular life. Finally, it is necessary to establish a certain supervision group. In the process of this supervision group, the main person in charge is student cadres, so that students can truly participate in the process of fine management and realize mutual management among students.

(3) Constantly improving the refined management mode to serve the students

Serving students is the core idea of management, so counselors, as the managers of management, should constantly improve the fine model management mode, so as to truly serve students. Fine management is reflected in the details of students’ life, learning and other aspects. For example, in the dormitory life, counselors can hold interviews in the dormitory, so that the feelings between the dormitories can be enhanced, and the dormitory life becomes more harmonious. Secondly, counselors should strengthen the ideological education of students, make students realize the benefits of joining the league and joining the party, and cultivate activists who meet the requirements. In life, some students have difficult family conditions, they can apply for certain subsidies to help them apply for scholarships, etc. At the same time, in learning, counselors should strengthen contact with teachers, follow up the learning situation of each student from time to time, and avoid some students from neglecting their studies. Finally, counselors should have a certain understanding of each student’s basic information, when there are problems, they can contact their parents in time. When students have psychological problems, counselors should pay more attention to students, have a certain conversation with them, understand their inner thoughts, so as to avoid greater psychological
problems.

In the management process of colleges and universities, counselors have a close relationship with students. Especially for those students from other provinces, counselors become their only dependence when they go out. Therefore, as a counselor in colleges and universities, we should realize the importance of our own, and implement the fine management in practice, so as to provide a good growth environment for students and help them develop better.

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