

# **The Educational Difficulties and Strategies on Student Party Cadres in Colleges**

YUANYUAN ZENG, LIQIN XIE and HAIXIANG HU

## **ABSTRACT**

Student party cadres are the main force of student activities and organization development. The paper shown that the leadership of student party cadres consist of cooperative ability, coordinate ability, executive ability and learning ability. It analyzed the existing problems of developing the leadership of student party cadres. Aimed at these problems, it has been come up with 4 suggestions as followings: intensifying ideological and political education to emphasize four aspects; setting up cultivation mechanism to strengthen educational training; regarding training program as a carrier to enhance leadership; giving student party cadres subjectivity and potential. The results are to offer suggestions to student party cadres' development and system construction.

## **KEYWORDS**

Student party cadres, leadership capability, constitute elements, education strategies.

## **INTRODUCTION**

Student party cadres in colleges are the excellent ones among students. There is a distinct possibility that they could be the constructors and successors of the cause of the party and state. Student party cadres are the main force of the construction of primary organization. In addition, it's the hard core of implementing college party development, student managements and student activities. Therefore, a well-qualified student party cadres' team who has firm political stand, outstanding leadership and strong comprehensive ability will exert a desirable impact on the construction of primary organization in colleges and self-management [1]. This paper mainly talks about the constituent elements and existing problems of the leadership of student party cadres, comes up with some education strategies of developing the leadership from 4 aspects, so as to offer suggestions to college student party cadres' development and system construction.

## **THE CONSTITUTE ELEMENTS OF THE LEADERSHIP OF STUDENT PARTY CADRES IN COLLEGE**

### **Cooperative ability**

Cooperative ability refers to a sense of cooperating with others, the ability to

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Corresponding author: Yuanyuan Zeng, nicezyy@qq.com, School of Applied Sciences, Jiangxi University of Science and Technology, Ganzhou 341000, China  
Liqin Xie, 281996716@qq.com, Haixiang Hu, hhxok@qq.com, School of Applied Sciences, Jiangxi University of Science and Technology, Ganzhou 341000, China

accommodate different views and solve practical problems by using cooperative relations. The daily activities of student party cadres in colleges reflect the importance of the division of labor, which need brainstorming, involvement and execution. Hence, those who don't have cooperative ability can hardly do well in student activities. The leadership of student party cadres embodies in the interactive process of impelling the team to complete the tasks cooperatively. Without doubt, the cooperative ability of members is rather important.

### **Coordinate ability**

Interpersonal skill is one of the basic qualities of leadership. The coordinate ability in good interpersonal relationship is an important aspect of leadership. We can exchange ideas, thinking, skills, methods and emotion while completing a working task. Besides, it's individuals' social action of exchanging mutual functions. Good coordinate ability can achieve the combination of information and action from all aspects and form joint forces, reduce friction and unnecessary manpower and material resources. Therefore, coordinate ability plays an indispensable part in the leadership of student party cadres.

### **Executive ability**

Executive ability mainly refers to the execution effect of finishing tasks, which consists of making plans, implementing schemes, safeguarding measures and the ability of reaching the goals. The student activities are complex, what's more, the personality of student group is diverse, therefore, student party cadres have to be equipped with good executive ability. If so, student activities can be carried out successfully. Otherwise, the effect would be greatly discounted. Only when student party cadres have good executive ability can do the activities effectively [2]. Accordingly, executive ability is an important part of student party cadres.

### **Learning ability**

Learning ability refers to the ability of grasping management techniques, knowledge and skills rapidly. It's the ability of judging rapidly, grasping accurately and solving problems precisely. Student party cadres are the leaders in student management. They are supposed to come up with fresh ideas, methods and measures. Besides, they should be good at breaking the routine and pursuing the innovation of working contents and methods continuously. What they shouldn't do while carrying out student activities is to be in a rut. Therefore, having good learning ability is a necessary condition of carrying out student activities effectively for student party cadres.

## **THE EXISTING PROBLEMS IN DEVELOPING LEADERSHIP OF STUDENT PARTY CADRES**

### **The imperfection of external environment and mechanism**

Student party cadres in colleges are the backbone strength of student management [3]. It should embody good cultivation surroundings. In fact, the objective

environment of cultivation is not promising. Besides, the cultivation mechanism hasn't been formed yet. There are two aspects. Firstly, the leaders think little of the cultivation of leadership. It mainly reflects in the immature development scheme of student party cadres' leadership. There are unstable thinking, plan and measure. What's worse, the conventional measures haven't been established yet. In the aspect of cultivating student party cadres, it attaches importance to the result of completing specific working while thinking little of the development of members' working ability, thinking highly of the use of cadres while shutting eyes against the development of cadres, laying emphasis on the use of appointment mechanism while ignoring the importance of leadership cultivation and development. Secondly, the atmosphere of developing student party cadres' leadership hasn't been built. The cultivation of leadership was regarded as instructors' conventional work. In fact, there is a possibility that instructors themselves are lack of leadership, they can hardly witness the whole process of cultivating student party cadres' leadership systematically. The atmosphere which instructors and head teachers made joint management hasn't been formed in leadership. Moreover, the battle position function of party cadres' learning and the activities in school leagues hasn't given fully in the development of student party cadres' leadership.

### **The basic qualities of student party cadres need to be improved**

The comprehensive qualities of student party cadres cannot meet the needs of the student teams. It embodies in 2 aspects. Firstly, The maladjustment of ideological quality. Student party cadres are not aware of the importance of the development and they seldom shoulder the sense of responsibility. Besides, they haven't learned leadership and they don't know how to develop student party cadres' team. Some members haven't formed a sense of self-awareness for team development. Some members show their snub thought and indifference, they are eager for quick success and lack of patience. Secondly, some of them lack of practical ability, they have no idea of planning and macroscopic ability [4], leadership, coordinate ability, communication ability and innovation ability. Most student party cadres just know do their own share of the work while they can hardly grasp some aspects including macro-modulation, detail operation, procedure execution and labor division. Therefore, student party cadres' leadership need to be improved.

### **The inadequate implementation of safeguard mechanism**

With the continuous expanding of college enrollment, the number of students who are in colleges is increasing. In order to enrich campus culture, more and more student party types surge up. There are dozens of departments in student union, the numbers of organizations in different grades also come up. Student union can be divided into several sub student union. Without enough safeguard mechanism, there are more and more matters to be solved. A mountain of paper works and a sea of meetings are waiting for them. Complex tasks and scattered works contribute to a fact that they have no time to develop and learn leadership. Part of the student organizations are overstaffed, decentralized, indifferent. Schools are lack of schemes and safeguard measures in terms of student party cadres' development. As for the selecting, training, using, managing and evaluating of student party cadres, the safeguard mechanism is devoid. It's instructors who have shouldered all the work by themselves.

## **The cultivation of leadership is short of scientific and standard ability**

Colleges are lack of deep research on the development of student party cadres' teams. The scientific and normative management concept haven't been formed. Every step of cultivation exists some problems to some extent. Firstly, the selecting is lack of standard and democracy. Democratic institutions and democratic procedures are scarce. They think little of democracy while think highly of cadres and teachers' personal will. Secondly, the development is lack of planning. The department which manages directly seldom has cultivation plan for student party cadres. They don't lay emphasis on the development of teams. Thirdly, the assessment and incentive are lack of scientific. The evaluation index is not comprehensive. The evaluation bonus is more than learning, thinking and leadership. The praise time is delayed, which is bad for student cadres to correct their shortcomings timely. The praise way pays attention to result rather than process, which is bad for student cadres to develop earnest attitude. The existence of these problems would do harm to the formation and development of student party cadres' leadership.

## **THE EDUCATIONAL STRATEGIES FOR DEVELOPING STUDENT PARTY CADRES' LEADERSHIP**

The emphasis of developing student party cadres' leadership doesn't lie in leaders' role and the relationship between leaders and followers. It lies in cultivating the interaction process between partners. There is no distinction between leaders and followers, there are partners who have shared goals. Therefore, the thinking training should be intensified, the labor division should be listed in the training content as well. The institutional training program should be established, and the subjectivity and potential should be given to students fully.

### **Strengthening ideological & political education and focusing on four aspects**

To develop student party cadres' leadership, we should help them establish the spirit of professionalism and serving the people heart and soul, which consists of public servant consciousness, democratic consciousness, investigation consciousness, overall situation consciousness [5]. The first one is public servant consciousness; Student party cadres are elected by people. they represent the fundamental interests of the vast majority of students. They should establish the spirit of serving the people heart and soul and take actions to serve students. The second one is democratic consciousness. With the enhancing of college students' self-consciousness, independent consciousness, legal consciousness, and the sense of fairness, student party cadres should care about classmates, respect classmates, listen to classmates' views widely and give classmates' democratic right fully. The third one is investigation consciousness. There are continuous new things and ideas in college life. As student party cadres, they are supposed to keep pace with times, carry out work, focus on social investigation research, do everything from the actual situation, grasp actual situation comprehensively, listen to the views widely, report the real situation timely, come up with working plan effectively and make working schemes. If so, they can complete every task much better. The fourth one is overall situation consciousness. Student party cadres are the representatives of students and the bridge of linking school and students [6]. Student party cadres should establish overall

situation consciousness, coordinate the relationship among departments, play the role of bridge and listen to classmates' advice, make profits for students, work on the central tasks of school departments and safeguard the overall interests of the school.

### **Establishing the training mechanism and focusing on education training**

The student management departments in colleges should abandon the wrong concept of thinking highly of use and thinking little of development for student party cadres [7]. The cultivation mechanism of leadership should also be established and perfected. We are supposed to insist the idea of developing in use and taking action in development. Firstly, student party cadres' leadership should be standardized. The subject, responsibility and duty should be regulated as well. If so, the work can be in order. The training work should be carried out regularly. The assessment, incentive and knock-out mechanism should be established and perfected. The subjectivity and initiative of leadership should be given fully. Secondly, the management system of developing student party cadres' leadership should be perfected. Establishing regular and long-term management system, combined with practical training, practical work instruction, regular summary report can enhance the leadership. Besides, it can make the whole students be equipped with the spirit of forging ahead. The management system should be made by instructors and student party cadres, which consists of establishing scientific management system, management rules and regulations, incentive mechanism [8]. There must be some effective measures to mobilize student party cadres' enthusiasm and creativity. Thirdly, establishing scientific assessment system. Student party members should be assessed every semester. It mainly checks the 4 aspects of leadership' s constitutes elements. If the assessment hasn't reached a good level, in principle, those student party cadres can't be the objects of excellence. What's worse, student party cadres who are checked as incompetent students should be dismissed. Guiding student party cadres to improve leadership by strict assessment and adopting the measures such as "excellent students can get more while poor students should be knocked-out". In terms of scholarship evaluation, student cadre assessment, national scholarship financial aid selection, various honorary titles, etc., it has been inclined to form a fair and benign competition mechanism.

### **Regarding training programs as carrier and strengthening leadership education**

The training of student party cadres is a systematic project. Every step should be taken into consideration. Student party cadres' leadership can be improved by strengthening training education and via setting up institutional training projects and developing continuously. They are, schools should establish exclusive projects, carry out institutional leadership education and make training goals and training plans. Such as leadership development projects, excellent leadership projects, leadership education projects and so on. The project training is the carrier. We should develop student party cadres' leadership regularly and continuously, safeguard the training effect of leadership. Student party cadres should make good use of summer vacation and winter vacation to take part in training classes. We should invite ideological and political education experts, student work managers, school party cadres and leaders to do a seminar on leadership training for student party cadres. In this way, student party cadres have the chance of learning and thinking earnestly. Building information platform actively, enlarging the communication scope of student party cadres,

encouraging them to get out of campus to communicate with student party cadres in other colleges. Attaching importance to the development of student party cadres, implement the system of cadre rotation, adhering to “the old guide the new, the new promote the old”[9], paying attention to the backbone function of “veteran cadres”, giving the function of delivering, helping and guiding, setting examples and praise excellent students, highlighting the transmission of leadership among student party cadres, holding effective activities, impelling the activities of student party cadres’ leadership, establishing a conversation mechanism, forming regular or irregular face-to-face communication mechanisms among college leaders, youth league secretaries, counselors, student cadres, students, Offering face-to-face guidance to help the student party cadres to improve decision-making, command, coordination, communication, response and implementation capacity.

### **Giving student party cadres’ subjectivity and potential fully**

Student party cadres should give their subjectivity and potential fully, overcome the shackles of thinking, master the scientific way of thinking and enhance innovation consciousness [10]. In leadership developing, excellence should be regarded as a goal and knowledge structure should be established. Except from grasping professional knowledge, student party cadres should also grasp the knowledge of ideological cultivation, management, psychology, public relations science. As for personality, they are supposed to have the consciousness of improving their leadership, pay attention to language expression ability, observation, perseverance, decisiveness. They should be confident, encourage others, show their characteristics and charm, establish a good interpersonal relationship and keep rational thinking habits. In leadership learning, they should take active part in the quality education, arouse student party cadres’ subjectivity and potential, develop their leadership and improve their leadership skills. As for the learning method of leadership, they should learn their not only professional lessons but also leadership capability. They can improve their leadership thinking and skills by learning from the experienced ones. Student party cadres should devote themselves to social activities, voluntary activities, academic conferences and various lectures to increase their insight, enrich their experience and improve their leadership.

### **CONCLUSION**

The development of the leadership of student party cadres in colleges is an important task of human resources management which is shouldered by higher education. It should not only meet society’s demand of high-quality leaders but also reach the goal of delivering high-quality citizens to society. Improving student party cadres’ leadership can provide theoretical support for the development of high-quality leaders. Though the education and the development of leadership theory, student party cadres can embody the qualities of macroscopic thinking, strategic thinking, vision leadership, decision-making communication, which are emphasized in leadership theory. The study puts forward some education strategies for student party cadres’ leadership, expanding the depth of developing student party talents in colleges, which can provide theoretical support for the development of leadership of student party cadres in colleges and enrich the content of developing student party cadres’ leadership.

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Corresponding author: Yuanyuan Zeng, nicezyy@qq.com, School of Applied Sciences, Jiangxi University of Science and Technology, Ganzhou 341000, China

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