The Study of Student Cadre Training Strategy in Higher Vocational Colleges

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Abstract. The student cadre team of higher vocational colleges is the bridge and link between the school and students, and is the important force to promote the effective and efficient development of student work. This paper firstly expounds the problems in the process of student cadre training in higher vocational colleges, then analyzes the causes of the problems and finally puts forward the countermeasures of student cadre training.

The student cadres in higher vocational colleges are the outstanding representatives and typical demonstrations of the student group. To a great extent, they improve the efficiency of the student management work, improve the quality of the student management work, and at the same time, the student cadre team in higher vocational colleges is the hard core in maintaining school stability and promoting school development. How to cultivate a student cadre team of high consciousness thinking, perfect business level and strong executive capability has a very important practical significance of development for the higher vocational colleges.

1. The Problems of Cultivating the Student Cadres in Higher Vocational Colleges

In the process of cultivating student cadres in higher vocational colleges, the outstanding problem is the low comprehensive quality of student cadres. Firstly, it was reflected in the ideological quality, for example, some student cadres are arrogant in gesture and are not surefooted in doing things. They are incompact in the style of work and have dense bureaucratic atmosphere. They have serious utilitarian mentality. They are lack of self-discipline consciousness and the spirit of dedication and so on [1]. Secondly, it was reflected in the business level, such as some student cadres are poor in communication skills and have not strong abilities of organizing and coordinating. These problems of student cadres lead them not to really play a good role by example and a good role who can be copied and promoted elsewhere in the student group. In many cases these problems bring the bad influences to carry forward the student work effectively. Thirdly, it was reflected in the academic record and learning ability, for example, some student cadres are busy with the affairs of the student union and association, but their academic records are posterior in the class ranking. They fail to properly deal with the relationship between study and work. In addition, some student cadres’ learning abilities are very poor. They can’t achieve mastery through a comprehensive study of the subject and can’t draw inferences about other cases from one instance. Their self-study abilities still have very big room for improvement. Fourthly, it was reflected in the innovation ability, for example, most student cadres are lack of consciousness of innovation and innovative thinking. The students' activities which they organized and launched annually are usually carried out according to the organizational patterns which were adopted by the previous student cadres. There are nothing new [2].

2. The Reasons of Cultivating the Student Cadres in Higher Vocational Colleges

2.1 The Higher Vocational Colleges Neglect the Training of Student Cadres Seriously

At present, many departments of higher vocational colleges do not realize the thing about the
training and construction of student cadres. The degree of attention is far from enough. The leaders and teachers in charge of student work pay more attention to it, but the leaders and teachers in charge of teaching work ignore it seriously. Few full-time teachers who believe that the student cadres focus their energies on student activities but have no time to study misunderstand some student cadres. The strength of support for fund and policy from school is also insufficient, and many student activities are carried out with insufficient funds and unclear policy guidance.

2.2 Talent is More Important than Morality in The Selection Process

In the process of selecting student cadres in higher vocational colleges, many times they do not really practice the concept of "cultivating people by moral education" and do not take "morality" as the first selection criterion. But they pay more attention to the talents of student cadres.

2.3 The Employment Work is Not Normative and Scientific Enough

Higher vocational colleges are short of scientific, normative and programmed standards when hiring student cadres. The employment conditions are also not specific. In most cases, they determine whether the applicants are suitable for student cadres basing on the individual self-introduction and previous student work experience rather than the perspective of job requirements. The subjectivity is stronger and the hiring work is lack of objective cognition and scientific judgment.

2.4 The Construction Mechanism is Not Long-term and Continuous Enough

Due to the special reason for short length of schooling, higher vocational colleges have not do enough in sustainable construction mechanism of student cadre team. And they have not pay attention to the personnel early training and the personnel late supplement. The student cadres have a short tenure and the employee turnover is serious. The length of schooling in higher vocational colleges is three years. The actual time of students in school is two years. And the last year is the stage of students’ substituted post exercitation and work. Such as some well-behaved students who held the post of student union members joined the student union in the freshman year. They were advanced to the position of student cadres because of excellent performance. These students only worked for one year in the post of student cadre. Some work had not be reached the status with high proficiency, some experiences were not fully summarized and some experiences were still not fully conveyed to the next student union members. These students would face the problem of leaving school, so the unstable and unsustainable phenomena of student cadre team would appear easily.

2.5 The Incentive Mechanism is Not Subtle and Wholesome Enough

The higher vocational colleges don’t formulate detailed institutions and criteria for stimulating the student cadres’ work. The adding score items are not subtle and the adding score standards are not accordant when the comprehensive assessment works are carried out. A lot of student cadres add scores basing on their personal subjective assume. These cases result in the unfair phenomena. Such as some well-disciplined student cadres do a lot of things in normal times, but they can’t find the detailed and accurate gist so they dare not add scores. Nevertheless, some poor-conscious student cadres who are lazier just add improper scores only by holding a post of student cadres. This situation will lead to the unfair phenomena when to appraise and select the most outstanding and advanced person, and then influence the positivity and initiative of student cadre team in a later period.

3. The Promoting Strategies of Cultivating the Student Cadres in Higher Vocational Colleges

3.1 Promoting the Degree of Recognition and Practicing the Policy of Total Involvement

The student cadre team in higher vocational colleges is an advanced force with a large scale that cannot be ignored. The fact of the team’s self-development and its role models can’t be ignored. The
schools should not only put in time and energy in environment construction, but also increase the strength of support for the input of human resource, financial, material assets and the strength of support for corresponding policy measures. They can put degree of participation of student cadre training into the link of department assessment and evaluation of teachers’ professional titles. It can compel other departments and teachers take part in the student cadre training work, then form student cadre training system of total involvement step by step.

3.2 Enriching the Content of Training and Attaching Importance to both Ability and Political Integrity

The target of colleges and universities in the new period is to cultivate qualified builders and reliable successors of socialism with Chinese characteristics. The higher vocational colleges are no exception. Future developments of country, nation and society put forward higher requirements to the contemporary youth, especially the student cadre teams which represent the excellent students. They need to strive towards the comprehensive promotion of virtue, intelligence, physical conditions, mind status and community service. Therefore, higher vocational colleges should take “virtue” as main clue to enrich the content of training when they train the student cadre teams, including the student cadres’ ideology and morality, psychological health, interpersonal communication, organization and coordination, team cooperation, business level, crisis management etc. And they should actively cultivate the contemporary excellent student cadres who have the firm ideals and beliefs, lofty ideological consciousnesses, good moral characters, healthy psychological qualities, smooth communications and can think, analyze and solve problems independently.

3.3 Standardizing the Appointment Procedures and Setting Up the Strict Assessment Mechanism

The higher vocational colleges should standardize procedures to make the selection and appointment procedures institutionalized, standardized, programmed, scientific in the selection and appointment of the student cadres. They should carry out strict evaluation mechanism and withdrawal mechanism to the student cadres who compete successfully, including the democratic vote and assessment of leadership. Such as higher vocational colleges can assess the student cadres roundly from virtues, thoughts, attitudes, learnings, abilities, contribution degrees and so on. Then they can build a student cadre team who keeps improving and pursuits of excellence.

3.4 Innovating the Training Models and Reinforcing the Team Concentrations

It is necessary to make up for the inconvenience caused by the short tenure of student cadres in higher vocational colleges through the innovative training mode. On the issue of student cadre training, in addition to "bring in", we should pay more attention to "go out". Firstly, they should communicate with student cadre teams from other colleges and universities actively and share working experience and methods with each other. So it can improve the management ability and service level of student cadre teams. Secondly, they should termly visit the enterprises of school-enterprise cooperation deeply and learn the working ideas and methods of the company management. So it can open up working ideas and improve working efficiency; Thirdly, they can add outdoor situational experience suitably. Such as they can lead the student cadres to visit the patriotism education bases, old revolutionary base areas and martyrs cemeteries. In order to make the student cadres play the role of example and lead fully, they can cultivate the student cadres’ spirits of patriotism, encourage them to participate in volunteer activities and cultivate their personal morality and consciousness of responsibility.

3.5 Perfecting the Incentive Mechanisms and Enhancing the Team Vitality

Higher vocational colleges should fully stimulate the initiative and positivity of student cadres and make the student cadres play out the subjective initiative completely. It can not only improve their
working ability, but also further improve the efficiency and quality of student management work. For example, the works completed by student cadres can be further subdivided and included in the adding score items of students' comprehensive assessment. More scores should be given to student cadres who have excellent performance in all aspects. So that the work of outstanding student cadres can be timely affirmed and recognized, and their enthusiasm for work can be further stimulated. In this way, it will also bring motivation and direction to other members of the student cadre team and accelerate the growth of the student cadre team members.

4. Peroration

Higher vocational colleges should take the cultivation of student cadre teams as a routine work to carry out. In order to practice "strengthen moral education and cultivate people" for the fundamental, improve the comprehensive quality for the emphasis, rely on student activities for the platform and innovate cultivating mode for means. The higher vocational colleges should cultivate an excellent student cadre team who has the good ideological and political quality, fine personal moral character, excellent comprehensive business ability, avant-garde consciousness of innovative thinking, powerful mental resilience, transcendental social practice ability. And the student cadre is good at analyzing problems and can effectively solve the problems. So the student cadre team can become the forceful auxiliary power in higher vocational colleges’ student management work and the eternal flashy scenery line in the higher vocational colleges’ students groups.

References


