Discussion on Humanized Management in College Student Management

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Abstract: With the continuous development and progress of The Times, humanized management is widely used in the management of college students, and occupies a crucial position. At present, the majority of colleges and universities take the human-oriented work thought as the main principle of humanized management in colleges and universities, so as to effectively improve the overall quality of college student management. Based on this, this paper mainly expounds the concepts related to humanized management, and elaborates on the conditions and specific requirements of humanized management, so as to ensure the smooth development of humanized management in the management of college students in China.

1. Introduction

In recent years, with the improvement of social economy and people's material life, people begin to pay more attention to the higher education in our country, especially the management of students. However, most colleges and universities still have some shortcomings in the management of students[1], which results in a variety of problems for students, such as student violence, student suicide, so that people begin to pay more attention to the management of college students. In order to adapt to the actual needs of The Times, the management of colleges and universities must adhere to the people-oriented idea, the personalized development of students and humanization, so as to establish a comprehensive management system, which can promote the tendency of management of college students to the direction of humanization development[2].

2. The Connotation of Humanized Management Idea

Humanized management has evolved from the field of enterprise management, and the work of the humanized management for the students in colleges and universities is mainly to put the students as an important subject, adhere to the people-centered idea, encourage the managers to give full play to their work enthusiasm on the basis of respecting people[3], caring about people and understanding people. At the same time, humanized management concept should be combined with the actual development situation, so as to ensure the improvement of overall quality and efficiency of management work.
3. The Main Premise of Humanized Management for College Students

3.1 Adhere to the People-Oriented Management Philosophy

Humanized management work of the student management work in colleges and universities is mainly to put the people-oriented as management ideas, and to respect students’ individual growth and development as well as the people-oriented idea implementation to the student management work in colleges and universities, so as to launch a series of management work considering college students as a center of work[4]. According to the actual development of student management in colleges and universities in recent years, most colleges and universities only take the people-oriented ideology as a formal slogan, and there are many problems in the management process such as bureaucracy, ignorance of students' own feelings. At the same time, many barriers are set in the daily learning and life of college students, and the people-oriented work concept is not implemented into the actual work. Therefore, colleges and universities must not only pay more attention to the feelings of students themselves but also have a comprehensive understanding of students in the process of daily management of students, so as to meet the actual needs of students, and truly realize respect and care for every college student. In addition, colleges and universities must combine the actual situation of students to promote students to develop in the direction of individuation in the process of daily management of students[5].

3.2 Establish a Reasonable Management System

In recent years, colleges and universities must combine with their actual development and establish a stable and scientific management system in order to improve the overall quality of humanized management[6]. Only in this way can universities carry out humanized management smoothly and ensure the overall quality of management. Reasonable use of the perfect humanized management system can effectively control the management cost, so as to achieve the maximum benefit. At the same time, a set of perfect and reasonable humanized management system is the basic premise for universities to carry out humanized management, so as to fully mobilize students’ internal potential and automatic initiative, better integrate humanized management into student management, and ensure its normal and orderly development[7].

3.3 Develop Effective Management Measures for Humanized Management

As an important executive of humanized management, the administrator of College students often mix with some subjective factors in the management process, for this, related administrators of college students must fuse people-oriented ideology into humanized management, thus to carry out flexible management of college students, to control the scale of the effective management, to truly achieve the goal of respecting and caring for each student on the basis of the management system by combining with the actual development of the students[8]. In addition, students must be put in the role of center while adhering to the people-oriented idea, so as to provide good quality services for students in the process of humanized management.

4. The Actual needs and Measures of Humanized Management of College Students

4.1 Respect and Appreciate Students

In the process of student management, colleges and universities should insist on taking students as the main body and paying full attention to students’ daily habits and customs, so as to ensure that
students can be better and faster to integrate into the daily life and study of colleges and universities and move forward in the right direction. At the same time, the counselor should not judge the students only by their academic performance and judging they are obedient or not instead giving every student full care and respect[9]. Once the students’ wrong behavior occurs, the counselor should take an understanding or tolerant attitude to criticize and educate them instead of trampling on or insulting the students’ personality. If students make some progress, the counselor should praise and encourage them appropriately, so that students can feel being respected and loved, so as to fully mobilize students' self-motivation and ensure their ability to analyze and solve problems[10].

4.2 Conduct Personalized Management for College Students Based on Their Personality and Characteristics

At present, the recruiters attach great importance to students’ individual ability, which is directly related to their self-confidence and creativity. Based on this, colleges and universities must pay more attention to students’ personality and personality and cultivate them well, so as to make students meet the actual needs of social development[11]. The management of college students must reasonably use humanized management ideas and management measures, so as to ensure that students maximize their innovation ability, and promote their development towards the personalized direction. For individual students, it is necessary to conduct a comprehensive analysis based on their own actual situation to help them develop in a personalized direction[12].

4.3 Strengthen Communication with Students so as to Establish a Harmonious Relationship between Teachers and Students

In the process of daily management of students, colleges and universities must establish a good relationship between teachers and students by strengthening communication with students, so as to ensure the smooth development of student management. Only by building a harmonious relationship between teachers and students can the appeal of student management workers be enhanced and the humanized management work in student management be carried out smoothly. By strengthening communication between counselors and students, students’ needs and views can be fully understood, and reasonable requirements put forward by students can be timely feedback to superiors[13]. Counselors must patiently explain for some unreasonable requirements. At the same time, the establishment of good relations with trust and respect between the instructors and students, friendly communication with students can not only help students solve many problems in study and life but also help students set up the correct values, so as to ensure the students’ healthy and orderly development of thinking mode and the psychological system.

4.4 Advocate Self Education and Improve Self-Consciousness of Students’ Action

College students should deal with their daily life and study by taking reasonable arrangement, and strengthen the management of their daily life and study. There are more extracurricular time for College students. Therefore, colleges and universities must educate students on how to study better and think about life correctly. Once students achieve success and progress to a certain extent, counselors need to help students analyze the reasons for their progress and improve their shortcomings. If students encounter unsolvable difficulties and setbacks in their daily life or study, counselors need to help them adjust their mentality and tell students how to solve difficulties and obstacles. If students make mistakes, the counselor should not be too quick to criticize, but to help students find the main reasons for the mistakes, and make effective improvement measures for the
mistakes, guide and encourage the students to improve, so as to improve the students’ consciousness of action.

4.5 Strengthen network Education for Students

With the continuous development of science and technology along with the arrival of the era of big data, the Internet has become the main channel for students to obtain information, which is also an important tool for student counselors in managing students. But the network is a double-edged sword which means that it has its advantage and disadvantage. Meanwhile, the gatekeeper role in the traditional media does not exist in network information environment, so it is hard for students to eliminate bad information from huge network information in their growth stage, some negative information will be easier to lead students to the wrong direction because of complex information along with opening students’ field of vision. However, as long as the vast resources of the network can be reasonably used, the help for the growth of students is considerable. So student workers should use scientific methods to guide students how to use the Internet to get positive information by setting up and gradually improving the relevant network platform, so as to help students to solve some problems in learning life. So we should strengthen the role of network in student education, standardize and guide college students’ network behavior in a humanized way, so as to help students correctly use network in future development.

5. Conclusion

To sum up, relevant college administrators must combine with the actual situation to improve their management methods and methods in order to adapt to the development of The Times and further ensure that the management of college students follows the pace of the Times. In the process of education management for students in colleges and universities, the administrators must adhere to the principle of people-oriented education idea to urge humanized management to integrate into university education management work well, so as to build a harmonious and happy environment of campus culture, which enables students to conform to the demand of social development.

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