

Research on the Current Situation and Countermeasures of Student Management in Vocational Colleges in the New Era

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Abstract: *In recent years, in order to vigorously improve the overall quality of the population and with the saturation of student sources, vocational colleges have been expanding enrollment every year, and students can choose different ways to enter universities for study. Given this situation, the quality of students varies greatly, and new problems have emerged in their learning, posing challenges to student management work. If we continue to stick to traditional thinking for management, we will no longer be able to keep up with the development of the times and the reality of student management. This article aims to combine the problems in student management in vocational colleges with practical experience, propose some suggestions and innovative methods, and hope to provide new ideas for student management work.*

Keywords: *New Characteristics, New Issues, Student Cadre Management, Enterprise Management Integration*

1. Characteristics of vocational college students in the new era

1.1 The structure of student sources is complex, and there is a serious two-tier differentiation in quality levels

With the rapid development of vocational colleges, the country attaches great importance to vocational colleges. Vocational college students are increasingly becoming the backbone of social development. The number of students taking the college entrance examination has been increasing every year in recent years, so vocational colleges are constantly expanding their enrollment. The admission score line for each year is also constantly rising, and even some vocational colleges have admission scores close to the undergraduate admission line. In addition, traditional thinking attaches great importance to academic qualifications and vocational colleges have achieved increasingly good results and reputation in recent years. As a result, the enthusiasm of candidates and parents for applying to vocational colleges has continued to rise. Therefore, the quality of vocational college students has generally improved in recent years. However, due to the enrollment structure, there are still a large number of students from secondary vocational schools, vocational colleges, and other forms of social personnel who have been admitted to schools. This has led to a two-tier differentiation in a class, and the gap is getting larger and larger.^[1] The admission score line for students in the summer college entrance examination is close to the undergraduate line, and even a few students exceed the undergraduate line. The admission score line for students admitted through single admission has also been raised, but there is still a significant gap compared to candidates taking the summer college entrance examination. Arranging students of different levels into one class will inevitably lead to some problems. There may be some conflicts in both academic and personal life, which increases the difficulty of class management.

1.2 Students lack purposefulness, ambition, and weak willpower

After many students arrive at school, they break free from parental control and gain "freedom". There is no pressure to advance to university, and coupled with their long-standing status as "invisible people" in high school, this group of students is completely free to express themselves, resulting in a phenomenon of "lying flat": many students do not study, run for class cadres, participate in activities, or receive awards and honors after arriving at school, and are in a state of invisibility. There is no clear plan for one's academic goals and career direction, and there is a mentality of taking one step at a time,

passively pushing teachers and parents forward. Due to the influence of their family and social environment, many students lack independence, determination, and perseverance to overcome difficulties, as well as the spirit of struggle. They do not strive for progress, are afraid of fatigue and hardship.^[6] In vocational colleges, many students have low enthusiasm when running for class committee seats, and there is even a situation where no one is running for class committee seats in the transferred classes; Some students have a strong utilitarian and malicious nature, making it difficult for them to provide good service to their class and classmates. When faced with high work pressure, one only thinks about quitting and has weak willpower! University campuses are a favorable platform for students to participate in self-management. If they only passively participate, it will be detrimental to their growth and hinder the development of vocational colleges.

1.3 Advocating freedom, with weak discipline and disobedience to discipline

With the relaxation of family planning, vocational colleges have also welcomed second and third child students after the relaxation. Compared to the first child, both the second and third children no longer have the spoiling of the first child, but there is also another extreme where many families implement a "free range" policy for their second and third children. Therefore, students from the new era often have a more casual personality, poor self-management abilities, and poor behavioral habits. Specifically manifested as: Lack of awareness of rules and discipline: smoking is repeatedly banned, and internal affairs are not well-organized; Poor self-control, violating school rules and regulations, and repeatedly failing to reform. Most students in vocational colleges come from vocational schools, and due to the age factor of students, the management during vocational school is relatively less strict than in vocational colleges; Parents' biases towards vocational schools also do not pay too much attention to students' academic performance. The free and casual behavior habits that have been developed in vocational schools for a long time are difficult to change in a timely manner in the study and life of vocational schools.

1.4 Poor psychological resilience and a surge in students with psychological problems

Nowadays, psychological screening is conducted on students every semester, and a large number of students can be screened each time. Psychological problems have become one of the key concerns of vocational colleges and a common problem in society today. Students with psychological problems usually do not show obvious symptoms, and when problems arise, they become very extreme. The screening results sometimes cannot truly and completely cover all students with psychological problems, which poses great challenges for the management of students with psychological problems. Many students are influenced by their families and are sensitive, which makes it difficult for them to get along well with their classmates in the dormitory. A little grievance is unbearable, and in severe cases, there may be crying and self harm. Psychological problems among vocational college students in the new era have become a common phenomenon. Becoming a key task and major challenge faced by various vocational colleges.

2. Problems in Student Management of Vocational Colleges in the New Era

2.1 There is a widespread phenomenon of not learning, not making progress, not understanding, and not comprehending

Not studying, not striving: Students sleep in class and play with their phones. Vocational college students are composed of different sources, including those who were admitted to high school and those who were admitted to vocational schools. Different sources of students have different attitudes and ideas. They are assigned to the same class, which will have an impact on each other. Students who are admitted to the college entrance examination feel unwilling, give up on themselves, and lose interest in learning. Compared to other vocational school students, I feel good about myself and have a sense of superiority. Vocational school students do not develop good study and living habits during junior high school, and the content of vocational school learning and vocational school learning cannot be well connected. After entering vocational school, they may not be able to learn, and the learning pressure increases. Unable to understand or comprehend: Many key information in notices issued by schools and classes or verbally explained by counselors are often expressed clearly, leading to situations where students do not listen during lectures and ask questions outside of class. And this problem not only exists among ordinary students, but also widely among student cadres.

2.2 Students taking too many leave requests have become a workload for vocational college counselors

Too many times students take leave has become a common phenomenon in various vocational colleges. Students have a high degree of arbitrariness in taking leave, for example, some students go back to the dormitory to rest for the whole day if they feel a little uncomfortable; Leaving early and coming late for various reasons during holidays and vacations, in the eyes of students, going home during holidays is much more important than attending classes; Compulsory extension of leave after returning home and failure to return to school on time; There are various reasons for taking leave, such as parents tolerating students' requests for leave. The school's leave system has become a thing of the past, and counselors currently spend most of their time dealing with student leave issues, resulting in an increase in workload and a lack of energy to focus on ideological education and student management.

2.3 The implementation of school management system is not high, and the part-time counselor system is not sound

There are many systems in universities, but there are two problems: first, the systems are not updated in a timely manner according to the actual situation, or in other words, the speed of system changes cannot keep up with the development of the times; Secondly, many executors do not strictly follow the system during the execution process, and each executor has their own "system", resulting in a strong subjective consciousness; Thirdly, there is no regulatory department to supervise, and there is no subsequent archiving and organization in management, resulting in chaotic management.

Counselors are the backbone of student management in vocational colleges, but the student management work in vocational colleges is not only limited to counselors, but also includes some part-time counselors: course teachers or department teachers who come to take charge of class teachers. With the expansion of enrollment in recent years, the proportion of students led by counselors far exceeds 1:200. The arrival of part-time counselors greatly reduces their workload, but it also comes with some problems: many teachers substitute without experience in student management; The workload of the teachers in the department is too heavy, making it difficult to balance the work on both sides. Affects the normal operation of student management in schools.

2.4 Student cadres have lax management and low credibility

Student cadres are the backbone of a class, and for teachers, classes, and colleges, they are indispensable. Student cadres play an important role in student self-management and communication, but currently it seems that student self-management has not been reflected, only in communication, resulting in a series of student management problems:

Poor initiative; Student cadres are the main managers of the class and the capable assistants of the counselor, serving students and counselors. Nowadays, many student cadres cannot take the initiative to do their work and passively accept the guidance of teachers. They cannot proactively complete class work according to the situation of the class and lack the ability of self-management and the awareness of active thinking.^[2]

Poor exemplary role model; Student cadres should be role models for the class, both in terms of learning and daily life. There are some problems with student cadres in vocational colleges in the new era: they are humble enough in front of teachers and have full authority in the class and departments; Not putting in enough effort in learning, and even leading student cadres failing courses; Student cadres and student union cadres help each other, and there are cases of favoritism and fraud such as unauthorized leave, absence, and disorderly internal affairs without reporting.

The management of student union cadres is lax; The student union cadres are responsible for the attendance, sleep inspection, and student management of the entire college. Student management work is nominally managed by the Student Affairs Office and counselors, but there are many students that cannot be managed; Secondly, counselors do not have as much time in school as student union officials, so student union officials are the main participants and executors of student management. The quality of student union cadres' management directly affects the level of student management. Due to objective factors affecting the source of students, the ability level of student union officials varies greatly; Student union officials have formed small groups, which has resulted in some work counselors being unable to truly understand the real situation of some students; The disciplinary violations of student union officials are prominent, with frequent instances of skipping classes, smoking, and playing cards

as members of the student union.^[7]

3. Research on Countermeasures for Student Management in Vocational Colleges

3.1 Improve the training system for counselors and enhance their work abilities

Strengthen the training of counselors. Many universities offer summer training, but the effectiveness of the training is average. The situation of each school is different, and the way of student management is also different. For example, asking counselors from undergraduate colleges to explain to counselors from vocational colleges that student management is not appropriate; Many invited teachers have been out of their positions for many years and are currently focused on lecture tours. When training has become performance oriented, it is difficult to truly improve the work level of counselors solely based on the resonance generated by a certain point and the students. At present, high-level training is conducted annually by selecting the best counselors to participate. Outward training has become a "benefit" that is detrimental to the development of student management work in the entire school. Therefore, it is necessary to improve the training mechanism for counselors and effectively enhance their work abilities. You can consider conducting field investigations in batches for a more intuitive learning experience. The training time can be adjusted to regular hours, and the personnel structure of the training can be tilted like that of ordinary counselors, ultimately achieving full coverage. Improve the system of part-time counselors and effectively achieve the educational purpose of putting students first and serving them in all aspects.^[4]

3.2 Student management work adheres to the combination of "flexible" and "rigid" management

Many articles mention that management is rigid and cannot adapt to the development of today's society, advocating for flexible management. I believe that there is no need to deliberately emphasize the importance of "flexible management". Based on practical experience, students in vocational colleges generally have low quality, and it is difficult to manage a class well by simply strengthening a single flexible management. Flexible management should be combined with rigid management. At the same time, it is necessary to control the combination of flexible management and rigid management based on the characteristics of the students in the class.

3.3 Having the opportunity, time, and confidence to improve the efficiency of counselor work

Opportunity: Currently, most counselors work behind closed doors, with each person having their own approach and lacking real opportunities for sharing and communication. They have not truly discussed the problems and solutions that arise in student management, and should provide timely opportunities for communication.

There is time: Nowadays, everything big and small in school ends up with the counselor. From teaching to safety, to reimbursement, repair, and so on. Psychology, financial support, and academic records require various repetitive data. It is recommended to establish a department as the lead to optimize various tasks, reduce the workload of counselors, and allow counselors to have more energy to manage students.

Confident: At the school level, we will improve the counselor system, allowing counselors to have time, confidence, and support when doing things, rather than departments blaming counselors for all problems and responsibilities. The student management department has too little say in school management, resulting in a lack of autonomy in many student management tasks. Simultaneously introducing advanced work methods, excellent counselor management, and training systems. Counselors strive to achieve systematic, professional, and innovative work.

3.4 Carry out various activities that adapt to the characteristics of vocational college students and cultivate good moral qualities

Update the activity content in a timely manner based on the characteristics of students in vocational colleges in the current new era. Firstly, ideological education should be carried out to enable students to truly recognize the significance of the school's series of activities, and to involve them in improving the content and forms of various activities. Organizing students to participate in practical activities and carrying out mass cultural, sports, artistic and other educational activities is a way for students to

showcase their individuality and cultivate their spirit of unity, cooperation and collectivism. Encourage students to establish various clubs and engage in healthy and beneficial activities suitable for their age.

3.5 Integrating enterprise management methods into student cadre management to improve management efficiency

In the current fiercely competitive society, vocational colleges are seeking their own development, focusing on the quality of education, and widely adopting the method of enterprise cooperation to cultivate talents for enterprises, emphasizing the practicality and effectiveness of talents. However, at present, it mainly plays a unilateral role by absorbing excellent corporate management methods into the campus, strengthening the training of student cadres, and improving management efficiency^[8]

Establish rules: absorb excellent corporate management culture into the campus and combine it with the school's rules and regulations to strengthen the management of student cadres. Let every student cadre act according to rules and regulations, combining "caring" leadership with "ruthless" management. As the saying goes, without rules, there can be no harmony. We must establish rules with student cadres.^[9] The poor establishment of rules by student cadres directly affects the overall student management work of the school.

Using the right people: Considering the quality issues of vocational college students themselves, it is particularly important to strengthen the training of counselors. Process determines efficiency, and process determines results. So selecting the right student cadres is very important for student management work, and the success of all enterprises ultimately comes from the success of personnel; Similarly, the success of student management work is also the success of employing people.

Empower yourself: Student self-management is the ideal way of managing student affairs. From the perspective of cultivating student cadres in vocational colleges, firstly, teachers manage more, and students have limited space for self-management; Secondly, students' quality needs to be improved and their self-management ability is insufficient. Given this situation, it is even more important to combine the advantages of enterprise management and try to set the class into different groups, with each group leader serving as the class leader. Due to insufficient abilities, it is even more necessary to delegate more power to help students regain confidence and manage better.^[5] At the same time, it also cultivates excellent management talents for enterprises, which is of great significance for student cadres to adapt to society.

Clear punishment: rewards from bottom to top, punishments from top to bottom. In schools, rewards are mainly reflected in prizes, honors, and comprehensive evaluation bonus points, while punishments are nothing more than deducting individual quantitative points and disciplinary actions. According to the student handbook, the main beneficiaries of honor rewards are student cadres; In terms of punishment, it is usually the case that the off-duty cadres make mistakes, and the counselor is more tolerant. We need to find ways to integrate with student management methods based on the management style of the enterprise. Punishment should be fair and just, and student cadres should be strictly punished. Rewards should consider all students, find a balance point to satisfy all students, and even lean towards ordinary students.

Checking and paying attention to details: Many times, it is the teacher who assigns tasks without checking and accepting the work. Many student cadres take shortcuts and complete surface work according to the teacher's assignment. Not thoroughly and meticulously studying the details of each task. Details determine success or failure in a company, and it is important to focus on people and events, as well as the details of every key point. The same goes for student management.^[3] Only by making student cadres truly aware of the teacher's careful inspection and attention to detail in every task can they truly cultivate a good student cadre.

4. Conclusion

Student management work is the foundation for the smooth implementation of various tasks in schools, but the quality of students and society are constantly developing. It is difficult to manage students well if traditional systems remain unchanged. Innovative approaches are needed to combine flexible and rigid management; Improve the counselor system; Integrating enterprise management into student cadre management to safeguard student management work. Have the opportunity, time, and confidence to improve the efficiency of counselor work; Timely carry out various activities that adapt to the characteristics of vocational college students. Only in this way can we better serve students and

cultivate high-quality and skilled talents.

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