

The practice research of flexible management in college education management

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Abstract: *Under the background of education reform, the idea of "people-oriented" is deeply rooted in people's hearts, which makes it difficult for the traditional rigid management to meet the needs of students. Flexible management, as a new management mode compared with rigid management, attaches importance to the guidance of students and stimulates students' consciousness of self-management and restraint, which has strong effectiveness and operability. Therefore, this paper analyzes the advantages of flexible management, and puts forward specific application countermeasures, in order to comprehensively improve the actual effect of university education management.*

Keywords: *flexible management; Educational management; Management innovation*

1. Introduction

As an important part of the management system of colleges and universities, educational management is difficult to effectively restrain students' thoughts and behaviors in the face of the continuous expansion of the scale of students, the integration of all kinds of teaching concepts and technologies, and the traditional rigid management. The problems existing in students still show diversified characteristics. In order to further strengthen the strength of educational management, the flexible management method is introduced to guide students to establish correct values and form the consciousness of management and self-discipline, so as to effectively improve the quality of educational management implementation.

2. Connotation and application value of flexible management

2.1 Definition and connotation of flexible management

As a new management concept of "human-centered", flexible management mainly refers to that on the basis of understanding people's psychological needs and behavior rules, adopting acceptable and convincing ways to guide the managed objects to change their will into action, so as to achieve the goal of effective restraint and management. This management mode is relative to the rigid management concept, for college education management work, be able to use the relations of equality, soft control to undertake to the student, not against law, students' physical and mental development and can stimulate students' self-management consciousness, cause the manager changed from passive to active, form a strong self-discipline. Specifically, flexible management has the following characteristics: First, it implements non-compulsory management measures according to human behavior and psychological laws. Second, it exerts a subtle influence on the managed. The ultimate goal is to help them form the consciousness of action and the intrinsic drive. Compared with rigid management, it is more effective and more difficult to implement.

2.2 The value of flexible management in the application of higher education management

The optimization of the educational environment in colleges and universities makes the educational management mode in the process of different optimization and adjustment. The inadaptability of the traditional rigid management mode requires schools to introduce new management concepts to improve the effectiveness of educational management. The specific application of flexible management in educational management has the advantages of diversified management means, dynamic management mode and strong practical operation. Flexible management can understand students' learning and development needs through studying students' behavior. In view of individual differences, the implementation of targeted management programs, and according to the development and change of

students to make corresponding. At the same time, flexible management stimulates students' enthusiasm to participate in learning through the construction of a good management atmosphere. And understand the importance of self-management in thinking. In this way, students will have positive changes in psychology and action, internalize consciousness into students' consciousness, constantly restrain and improve themselves, and achieve better learning results with educational work. This management mode shows that flexible management has a strong guiding force. It implements management measures in a softer and easier way to make the educational management work more practical and operational, as well as dynamic and diverse management methods and means, and provides guarantee for the development of students.

3. Study on the practice path of flexible management in college education management

3.1 Strengthen the training of instructors and improve their flexible management ability

As an important group directly facing college students and responsible for educational management and daily ideological and political work of college students, college counselors are the key factor to guarantee the effectiveness, quality and level of college educational management. In order to further ensure the smooth development of flexible management in college education management, we must pay attention to the training of instructors' flexible management ability, skills and means, and strengthen their attention to flexible management mode. Make them clearly aware of the important role of flexible management in promoting the physical and mental health development of college students and establishing their self-confidence, so as to encourage them to actively participate in the study of flexible management mode and strive to explore effective ways to implement the flexible management mode. In the practical process, college counselors should constantly strengthen their own training and learning efforts, pay attention to grasp the knowledge related to flexible management, regularly participate in academic symposia, academic competition, teaching research and teaching reform and other activities, constantly improve their flexible management ability, to provide an important guarantee for the orderly development of educational management work.

3.2 Treat flexible and rigid management rationally and promote the organic combination of them

Although under the background of the new curriculum reform, the traditional rigid management mode is not in line with the educational needs of contemporary students, and is also very inconsistent with the innovative purpose of educational management. However, as an educational management mode that has been strictly selected, practiced and verified by relevant education departments, it still has certain application value, functions and advantages. Therefore, in order to promote the innovation of college education management, we should establish on the basis of introducing flexible management mode, retain the advantages and values of rigid management, improve its disadvantages, promote the combination of rigid and flexible management, and build a new education management system of both rigid and flexible. In order to ensure that respect for students' self-esteem, humanized management at the same time, play a certain role of restraint, avoid too flexible management means, lose dignity and lose management significance. In the practical process, in addition to taking flexible management measures to enrich students' physical and mental health development by psychological counseling and emotional education, relevant university educational administrators should also play the unique constraint and normative role of rigid management means and appropriately adopt a combination of rigid and flexible management mode. Form an educational management system with institutional constraints, dignified management and humanized management. In order to give full play to the role of flexible management "lubricant", assist rigid management to carry out the educational management work, and realize the sublimation of university education management work. It is beneficial to standardize students' behavior and thoughts, and promote them to form good moral cultivation and behavior habits.

3.3 Actively build flexible management mechanism and form equal communication platform

College students usually have a strong sense of equality. At this age, students have strong self-esteem and personality development, and have strong resistance to the management mode of arbitrary transformation. If the rigid management mode is still adopted at this stage, it is difficult to obtain the recognition, cooperation and support of college students. Therefore, when carrying out educational management, relevant colleges and universities should actively integrate the management concept of prosperity and prosperity, promote the innovation of traditional rigid management mode, and establish a

new management mechanism that can gain the recognition of college students and promote students to participate in college education management. It is not only conducive to fully reflect the subject status of students, so that students have the right to know and participate in the management system, but also can effectively improve the quality and value of college education management work, and realize the effective innovation of education management work. Related colleges and universities should be in the process of concrete practice, adhering to the open, fair, equal, transparent education management principles, actively establish a platform of equal communication and interaction between teachers and students, education management work, is always in an environment of mutual respect, conducive to the management personnel to carry out the education management work better. In the specific implementation process of flexible management mode, students can be organized to establish students' union, associations, themes, class meetings and other humanized campus activities, and excellent student party members are selected as student cadres every year, so as to have certain democratic management rights for the student community. And let the students who participate in the management stand in the position of students to express their opinions and suggestions for the leadership to make flexible management policies to provide certain basis and suggestions. It is beneficial to promote the construction of flexible management mechanism and meet the development needs of college students. At the same time, in the flexible education management work, we should deeply understand the individual differences of students, master each student's personality characteristics and characteristics, for students with strong self-esteem, we should take the education form of individual interview. And timely establish benign communication with their parents, form a home-school linkage mechanism, give play to the power of the family, and further implement the education management work.

4. Conclusion

In a word, the rapid development of society and the wide application of network technology accelerate the speed of information transmission. As an active group in the society, students are easy to be affected by the bad information in the society and the network, and have problems in their thoughts and behaviors, which bring great difficulties to the educational management in colleges and universities. However, the rigid management mode used by colleges and universities is difficult to gain the recognition of students, and the overall management effect needs to be improved. In order to improve this situation, flexible management methods are actively adopted. On the basis of understanding the law of students' physical and mental development, soft and effective methods are adopted to make students accept it more easily. At the same time, under the guidance of managers, they can form self-consciousness in action, complete self-restraint and supervision, and promote the pertinence and effectiveness of college education management.

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