

Analysis of current situation of work-study work in colleges and universities and construction of operating mechanism

Han Wu, Yangliu Cui

School of Art, Anhui University of Finance and Economics, Bengbu, 233030, China

Abstract: *Part-time work-study, as an important practice for colleges and universities to subsidize and educate people, is an important carrier of ideological and political education for college students. However, the current work-study work in colleges and universities has problems such as unreasonable post structure, imperfect management mechanism, and insufficient educating function. Therefore, this article starts from the design of the entire process from the establishment of positions to the salary entry card, optimizes the design of the work-study process, and strives to build a collaborative and efficient work-study work operation mechanism.*

Keywords: *Work study, Support education, Operating mechanism, Institutions of higher learning*

1. Introduction

Work-study is an important part of the school's student financial aid work, an effective way to improve students' comprehensive quality and financially disadvantaged students, and an effective platform to achieve full education and all-round education. It is of great significance to develop students' social practice ability, enhance their sense of social responsibility and gratitude, exercise character and perseverance, and improve their overall quality.

2. Current Situation and Existing Problems of Part-time Work-study in Colleges and Universities

As an important part of the subsidized work system, work-study has both the functions of helping the poor and educating people. On the one hand, work-study can cultivate students' excellent qualities of being diligent, thrifty, hard-working, and self-reliant. On the other hand, work-study can be used to test the results of learning or apply theoretical knowledge to practice. However, at present, the work-study work in many colleges and universities has not achieved good results, the effect of subsidizing and educating people cannot be effectively demonstrated, and the synergy and linkage mechanism in organizational leadership, position setting, management assessment, results application, salary distribution, etc. is not effective enough. Therefore, colleges and universities should adhere to the problem orientation, take educating people as the main line, run ideological and political education throughout the whole process of work-study assistance, improve the construction of systems and mechanisms, standardize work-study work procedures, and promote the healthy and orderly development of work-study work.

3. Countermeasure research and mechanism construction

3.1. Adhere to overall planning and clarify job responsibilities

3.1.1. Strengthen organizational leadership and strengthen supervision and management

Set up a work-study work leading group for college students to be responsible for the organization and leadership of work-study work, strengthen ideological education for work-study students, study and formulate work-study management methods and activity plans, and study and approve work-study work. Study position setting, study and determine the salary standard of work-study students, etc. Under the leadership group, there is a work-study guidance center, which is specifically responsible for the daily management of work-study, and preliminarily examines work-study positions according to actual needs,

gives full play to the effectiveness of the positions, and effectively makes up for the shortage of manpower and labor in some positions. The work-study position shall be submitted to the school's work-study work leading group to study and determine, guide and organize students to actively participate in work-study activities, and guide and supervise students' work-study activities. Under the leadership of the school's work-study work leading group, cooperate with the school's financial department to be responsible for the distribution and management of remuneration.

3.1.2. Adhere to voluntary application to reflect the effectiveness of the post

College students participating in work-study should adhere to the principle of having spare capacity for study and apply voluntarily, and voluntarily apply for work-study work without affecting normal work and study, and no unit or individual may force it.

3.2. Set up posts as needed and strictly review posts

3.2.1. Adhere to the principles of simplicity, efficiency, scientific and rationality

Post setting should adhere to the principle of setting up posts according to needs and making them available for good use, scientifically set up work-study posts, and give full play to the effectiveness of posts; adhere to pre-job training, standardize employment, work development and post setting, and must abide by national laws, regulations and The rules and regulations of the school cannot affect the normal order of school teaching, scientific research, production and life.

3.2.2. Adhere to the principle of mutual promotion of work and study and priority of helping the poor

Positions are given priority to students from families with financial difficulties, to play the role of relief, to help students with difficulties in work and study, and promote both. According to the average monthly working hours of each student from a family with financial difficulties, the total number of work-study hours required by the whole school each month during the semester is calculated, and the on-campus work-study positions are arranged and set up. Work-study positions must not only meet the needs of students, but also ensure that students will not be affected by participating in work-study. The work-study time during vacations can be appropriately extended according to specific circumstances.

3.2.3. Adhere to the principles of flexibility and salary matching

Temporary work-study positions can be flexibly set up according to the employment characteristics and actual needs. The job application is submitted by the employer, detailing the reasons for setting up, the total amount of work, and the time limit for use. Post setting should be based on training students' abilities and improving students' learning and living conditions. Students should not be arranged to engage in work that should be undertaken by on-the-job personnel in the unit.

3.3. Standardize post management and conduct regular assessments

Strengthen the assessment of work-study work, and the assessment results are linked to wages and salaries; according to the actual work task and workload, an application for post setting is put forward, and the number of posts is determined. Announcement.

The work assessment is normalized, and the salary is determined according to the performance, and the assessment results are linked to the salary and salary, and the outstanding performance is rewarded. Adhere to on-the-job assessment, monthly assessment, pay work-study remuneration according to the monthly assessment results, each employing unit is responsible for the assessment of work-study personnel in its own unit, according to the three grades of "excellent", "qualified" and "unqualified" Report to the Work-Study Guidance Center. The remuneration reflects the principle of performance, and the salary is paid in full for those who pass the assessment, and 80% of the monthly salary is paid for those who fail the assessment. If the student fails to pass the assessment for more than 2 times (inclusive), the employer can submit a dismissal application to the Work-study Guidance Center for College Students, and the Guidance Center can dismiss the student after review.

3.4. Smooth salary distribution channels and timely payment of salary

Approval of funds is standardized, information is publicized in a timely manner, and wages are paid in an orderly manner. The Work-Study Guidance Center compiles the *Work-Study Work Assessment and Salary Result List* every month based on the work-study assessment results, and publishes it throughout the school. In accordance with the relevant provisions of the school's financial system, the approval

procedures for the use of special work-study funds are strictly enforced. Work-study students use the bank card that is uniformly handled by the school or used by themselves, and the monthly salary is directly credited to the bank card. No employer or individual may intercept the salary card of international students, and it is strictly forbidden to redistribute the work-study salary in any name and form to ensure the rights and interests of work-study students. The school's work-study guidance center uses special surveys, symposiums, individual interviews, etc. to supervise. If any illegal operations are found, the post will be cancelled and the school will be reported to the school to hold the responsible person responsible.

4. Conclusion

To sum up, only by putting the concept of subsidizing and educating people throughout the whole process of work-study organizational structure, management services, and thought leadership, optimizing the work-study work process in colleges and universities, and constructing a work-study system from job setting, standardized management, process assessment and As a result, the reasonable and efficient management and operation mechanism of salary distribution can ensure that the work-study work in colleges and universities is always efficient and sunny, and continues to play the role of helping the poor and educating people.

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