

Research on the Problems and Countermeasures in the Construction of Student Cadre Teams in Applied Undergraduate Colleges

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Abstract: *College student cadres are an important component of ideological and political education, education and teaching management in schools. This article starts from the perspectives of organizational behavior and comprehensive human development in talent cultivation, and focuses on the functional positioning, construction and development status of application-oriented college student cadre teams. It explores the problems of imperfect cultivation and management systems, inadequate professional practice and service platform construction, lack of team cohesion culture, and lack of comprehensive assessment and evaluation. Based on this, it proposes to optimize the cultivation mechanism, implementation plan, and multi-directional communication mode of student cadre team construction, cultivate and improve the leadership ability, service action ability, and team cohesion of student cadres' organizational mobilization.*

Keywords: Application-oriented undergraduate colleges; Student cadres; Team building; Countermeasure.

1. INTRODUCTION

Applied undergraduate colleges aim to cultivate applied talents, and student cadres, as the backbone of students, play an important role in student work in universities. Strengthening the construction of student cadres' teams is of great significance for improving students' comprehensive quality, promoting campus culture construction, and maintaining campus stability. However, there are still some problems in the construction of student cadres teams in applied undergraduate colleges, which restrict their effective play. In this context, with the construction of the action force and cohesion of the student cadre team in applied undergraduate colleges as the center, a hierarchical and refined position system for the school college student cadre team is constructed, and the institutional system for managing the ideological, political, professional, and moral qualities of student cadres is optimized. The daily affairs management and work performance evaluation of each student cadre organization team are strengthened from point to surface, so that student cadres, members of the league, and club members can influence and promote each other in a harmonious and positive cultural atmosphere, thereby comprehensively enhancing the youth work organization ability of the student cadre team.

2. THE CONCEPTUAL PRINCIPLES FOLLOWED IN THE CONSTRUCTION OF STUDENT CADRES TEAMS IN APPLIED UNDERGRADUATE COLLEGES

2.1 Organizational Behavior Philosophy

The cadre team of organizational institutions such as university youth league committees, student unions, and student associations is an important participant in the development of school administrative activities, and is also the main object that needs to be regularly organized for ideological and political education and behavioral norms management. From this perspective, the construction of student cadre teams in applied undergraduate colleges should focus more on the psychological and behavioral aspects of student cadres and the execution of school affairs, which is closely related to the management activities centered on "human psychology and behavior" in organizational behavior [1].

In the process of building a team of student cadres in universities, the management department considers the psychological and behavioral reactions of student cadres engaged in ideological and political education activities, club activities, and team building activities based on the concept of organizational behavior. Based on this, according to the ideological and ideological cognition, affairs leadership, and organizational behavior

development status of different individuals, the main positions and responsibilities of student cadres, personnel and affairs management branches are refined, and group members and club members are arranged to evaluate the work of the student cadre team, in order to form consistency in the cognition and behavior of group members, promote the efficiency of conveying work instructions and business service execution of the student cadre team.

2.2 The Concept of Comprehensive Human Development

The concept of "comprehensive development of human beings" is an important component of Marxist thought. This theory points out that "the essence of human beings is not an abstract object inherent in individuals, but the sum of all their social relations. In social production relations, people have the right to subjectivity and free development." Therefore, cultivating and building a team of university student cadres around social relations is crucial for the all-round development of their intellectual, physical, and moral qualities [2]. Based on the concept of comprehensive human development and respect for individual differences and diversity, with the construction of composite abilities for student cadres as the center, we advocate for the construction of a campus cultural and artistic activity platform, and the organization of diverse campus ideological and practical activities. We encourage each student cadre subject to participate in the planning and practice of daily affairs, which can lead to the continuous improvement of their ideological cognition, organizational leadership ability, team collaboration ability, and moral and cultural literacy, and achieve the transformation of their ideological consciousness and behavioral practice from low-level to high-level.

3. ANALYSIS OF PROBLEMS IN THE CONSTRUCTION OF STUDENT CADRE TEAMS IN APPLIED UNDERGRADUATE COLLEGES

3.1 The Professional Cultivation and Management System for Student Cadre Team Building is Not Perfect

Currently, various departments and youth league committees in universities are developing a series of management systems for the assessment and evaluation of student cadre positions and work affairs in the construction of student cadre teams, such as the "Management Measures for the Construction of Student Cadre Teams at China University of Petroleum (East China)", "Management Measures for Student Cadres at Xi'an University of Posts and Telecommunications", and "Management Regulations for Student Cadres at Harbin Institute of Technology". Different management systems include detailed mechanisms such as attendance meeting system, job responsibility system, financial business management system, and employment system. The main purpose is to standardize the daily work behavior of student cadres and implement work performance assessment tasks. However, most of them have not yet established a sound personnel cultivation and management system, which makes the cultivation and construction of ideological, political, and psychological qualities of student cadres tend to be formalized [3].

Firstly, in terms of job setting, selection and employment, the management methods for student cadres formulated by various universities pay more attention to talent screening based on resumes, neglecting the professional and practical leadership abilities of members of the student cadre team. This has led to a large number of student cadres competing for positions being more accustomed to "talking on paper" and unable to make good coordination and handling after campus activities and emergencies occur; Secondly, there is a lack of institutional construction aimed at guiding the ideological concepts, psychological qualities, and behavioral guidance of student cadre teams. There is a lack of introduction of psychological and organizational behavior concepts to carry out the training and guidance of student cadres, which leads to some members of the student cadre team lacking enthusiasm and passion when facing work pressure, resulting in problems with psychological and emotional regulation and work efficiency adjustment.

3.2 The Post Practice and Service Platform for Student Cadre Team Building is Not in Place

The short cycle and insufficient practice of cultivating and building student cadres teams in college student union committees are another important reason that limits the comprehensive quality and ability improvement of student cadres members. Especially applied undergraduate colleges pay more attention to the cultivation of students' professional qualities, neglect the development of various cultural and artistic activities, and external liaison work. They have not constructed a service platform to serve the practical and administrative affairs of student cadres teams, and lack sufficient resources to support the development of student union work, club work, and art troupe work.

In the face of the reality of the lack of job practice and service platforms, various cultural evenings, club activities, volunteer activities, etc. on campus are usually coordinated by the main student cadres. This results in some student cadre teams and members lacking opportunities for activity planning and practice, leading to a decrease in team collaboration among student cadre members. This will also greatly reduce the ability of student cadre teams to plan and make decisions on activities, as well as their ability to promote cultural and artistic practices [4].

3.3 Lack of Cultural Context and Communication Atmosphere in the Cultivation of Student Cadre Team Building

From the current daily work situation of student unions, volunteer associations, club federations, and art troupes in applied undergraduate colleges, the lack of independence among different internal institutions and the lack of cooperation among student cadres has led to a lack of cultural atmosphere with correct value orientation and harmonious progress.

Although financial media platforms such as "Two WeChat One End", Tiktok and Kwai have developed rapidly in recent years, student cadre teams of colleges and departments in colleges and universities have established WeChat official account, microblog groups, WeChat groups and other online communication channels, but some student cadre members only use the online social platform as a tool to convey work instructions, culture, art or publicity activities.

3.4 The Assessment and Evaluation System for the Comprehensive Quality Construction of Student Cadres' Teams is Not Sound

The assessment and evaluation of student cadres' team building by the school Youth League Committee often focuses more on the task oriented evaluation of daily work tasks, neglecting the comprehensive quality evaluation of student cadres' team consciousness, practical ability, and innovation ability during the process of organizing campus ideological and political cultural activities. In the mid year or year-end evaluation of student cadre team building, it is usually done through listening to work reports and reviewing work achievement summary reports to understand and grasp the job positions of student cadres in different organizations. However, quantitative summary work reports cannot comprehensively and objectively reflect the organizational leadership ability, practical operation ability, and team collaboration level of student cadres participating in specific work, resulting in low credibility of the assessment and evaluation results.

4. INNOVATIVE PROMOTION STRATEGIES FOR THE CONSTRUCTION OF STUDENT CADRE TEAMS IN APPLIED UNDERGRADUATE COLLEGES IN THE NEW ERA

4.1 Establish a Comprehensive Cultivation Management System and Strengthen the Organizational Leadership Construction of Student Cadres' Teams

The current system for the management of student cadres in college student union committees, including management measures and regulations, needs to be developed based on the existing student cadre management system. A training mechanism should be established to serve daily political work training, refine and manage the responsibilities of organizational members, integrate high-quality party affairs teachers and ideological and political teaching personnel resources on campus, set up "one-on-one" and "one to many" guidance plans for student cadre training and education, design a more flexible job responsibility adjustment mechanism according to the characteristics of student cadre team members, and assist student cadre team members in planning and constructing their own psychological qualities, work behavior norms, and professional qualities.

Firstly, establish a sound and comprehensive system for the training and education of student cadres. Following the guidance of the talent training and education system, provide each student cadre engaged in student union activities, club activities, volunteer activities, cultural evenings, and other work with highly politically qualified and experienced mentors. Carry out ideological and political education, psychological quality education and training work centered on socialist core values, and establish the overall awareness, stress resistance ability, and organizational leadership ability of shaping student cadre team members. Then, under the guidance of the job responsibility system and the management mechanism for adjusting job responsibilities, the selected and hired student cadres will be assessed for their job work projects, and the positions and work directions of each student

cadre will be adjusted appropriately and timely to achieve the maximum play of the professional qualities and leadership abilities of different members in the organizational construction of student cadres.

4.2 Build a Practical and Service Platform for Job Positions, Accelerate the Construction of Practical Abilities for Student Cadres' Teams

The comprehensive construction and improvement of the political and cultural quality and practical ability of the student cadres team in applied undergraduate colleges is most important to provide rich and diverse job practice service opportunities for student cadres members from different departments, so that they can participate in specific political ideology propaganda and education, cultural project planning and organization work, and enhance the work organization coordination and practical application ability among student cadres team members.

The school Youth League Committee can establish a diversified student affairs practice training platform by relying on the campus auditorium, project practice training base, library, innovation and entrepreneurship center and other spatial venues, as well as introducing information resource management systems. It can organize and guide student cadres and teams to complete campus activity planning, ideological and political education activities, cultural and artistic propaganda activities, volunteer services and other practical training on different training platforms. For example, the "Youth Horse Project" backbone training meetings organized by universities such as Hunan Jiaotong University can effectively promote the construction and improvement of student cadres' team activity planning ability and project practice ability through the combination of ideological and political theory and daily work affairs management practice, and continuously promote the growth and development of student cadres' team cooperation level.

4.3 Create Diverse Communication Cultural Contexts and Promote the Construction and Cultivation of Student Cadres' Team Cohesion

The organizational culture construction of student unions, volunteer associations, club federations, art troupes and other institutions in applied undergraduate colleges is of crucial significance for the coordination ability and cohesion of student cadres' team work. On the basis of regularly organizing ideological and political lectures, the Youth League Committee of the new era school should make full use of social media such as "two micro and one end", Tiktok, and Kwai to establish a contact mechanism such as WeChat group, WeChat official account, and QQ group of student cadre teams, strengthen cultural construction and education in the whole process of daily work, before, during, and after the development, and form real-time communication and cooperation between student cadres.

One is to vigorously promote the creation of a party and government ideological and cultural context that integrates online and offline, using cultural propaganda and education resources covering copy, images, videos, and audio to attract the attention of student cadres. Relevant party history, party constitution, theme learning content, and cultural activity planning content will be regularly pushed to guide student cadres of different ranks to enhance their political beliefs, improve their teamwork awareness and abilities. Secondly, with the goal of improving the efficiency of campus activity planning and management, enriching and improving offline ideological and political cultural propaganda, cultural and sports practices, leading student cadres to deeply study ideological and political cultural concepts and teamwork spirit, internalizing cultural concepts into the action practice of student cadre team building, and promoting the development of team cohesion and cooperation spirit in the daily work of student cadres.

4.4 Establish a Sound Assessment and Evaluation System to Ensure the Quality of Comprehensive Quality Construction of Student Cadres' Teams

In order to improve the comprehensive quality of student cadres' team building, the school Youth League Committee needs to establish a multidimensional qualitative and quantitative assessment and evaluation system for student cadres' organizational leadership, project planning ability, work attitude, team collaboration ability, and innovation ability. Qualitative and quantitative assessments of student union activities, club activities, volunteer activities, and cultural evenings should be carried out at the middle or end of the year, including reviewing the performance reports and work achievement summary reports of student cadres' team evaluations, as well as setting up questionnaire survey forms for student cadres' team positions, work affairs planning, and team collaboration practices. The school Youth League Committee teachers, student cadres/ordinary students, etc. should organize questionnaire assessments to comprehensively and truthfully reflect the situation of student cadres' team building

and team affairs development during specific time periods, This guides the gradual and steady improvement of the construction of student cadre teams.

5. CONCLUSION

In summary, the high-quality construction of student cadre teams is the key to ensuring the successful organization of student union affairs, club affairs, youth volunteer affairs, and cultural activities in universities. Under the guidance of the comprehensive quality talent cultivation goal of "cultivating virtue and nurturing talents" in the new era, applied undergraduate colleges should organize and carry out ideological and political education for party members, student cadres, and team building activities based on their internal professional settings, educational software and hardware, and other practical conditions. They should continuously improve the top-level system design of student cadre education in each department, improve the talent selection and training mechanism, strengthen the multi-party cooperation awareness and team spirit cultivation of different members, pay attention to the feedback and comprehensive assessment of the effectiveness of student cadre team building, and promote the higher-level development of student cadre team organizational leadership, practical ability, and cohesion construction.

ACKNOWLEDGEMENT

This research is supported by the 2024 College-level Scientific Research and Student Affairs Special Project of Guizhou University of Commerce.

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