

Study on College Counselors' Training of Student Cadres

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Abstract: College student cadres is an indispensable part of the teaching work in the teaching work, and it is a competent assistant of the counselor, play a very important role. But some student cadres have problems such as impure motivation, insufficient work ability, and poor ability to balance study and work. For these problems, how to train and educate student cadres, college counselors should solve problems by strengthening ideological and political quality education, improving cadre training mechanisms, appropriate incentives, and using new media.

Keywords: Counselor, student cadre, training.

1. INTRODUCTION

In colleges and universities, student cadres play a very important role as a bridge between communication schools, teachers and class students. In addition to being a good helper for counselors, the student cadres help the counselors manage the class affairs. They are also responsible for organizing various activities in the school or class, and managing the activities of the student clubs, these work are heavy. Counselors work in the front line of students, own the closest contact with students, and directly contact student cadres, and have the responsibility of directly cultivating student cadres. Counselors' behaviors, ideas and handling of things will play an important role in the cultivation and shaping of student cadres. How to cultivate and utilize student cadres at work should be a question that every counselor should think about.

2. THE PROBLEMS AND CURRENT SITUATION OF COLLEGE STUDENT CADRES

The current student cadre team is a student in the second half of the 90s. They have active mind, self-right in self-rights, flexible thinking, independent, and diligent in their work. While receiving education, they also provide great work for counselors. It's a good helpers for the college and the teacher. But, there are also some problems in the student cadre community.

2.1 Some students enter the student cadre team with impure motivation

Most of the students are engaged in the purpose of learning, improving their self-work ability and serving the students and teachers when they are running for the cadres of the students. However, some students still regard the position of student cadres as their own vanity and close

to the teacher. They believe that it is a convenience condition for judging awards and giving priority to joining the party. Therefore, from the beginning of entering the university, it began to enter the class of cadres, student unions and other student cadres through various channels to seek benefits for themselves. This type of student does not serve the teacher for the teacher after serving as a cadre, but it is self-centered and seeks its own interests. In the end, causing adverse effects in the student population. The ideological and political qualities of these students need to be improved.

2.2 The relationship between work and study can not coordinate

The main work of college students in school is still to learn knowledge. More energy should be used to study, and another things are second. However, after the students ran for the student cadres, due to the complexity of their daily work, they could not coordinate the relationship between work and study, and spent most of their time and energy on the work, which led to a decline in learning, and even absenteeism and multiple examinations. The reason that some students believe that having the experience of a student cadre in the university and strong organizational planning ability can make them in the process of finding a job interview. However, student cadres who do not have enough basic theoretical knowledge and rich professional skills knowledge can only be ruthless cadres in the end. Without theoretical support, there are often cases where they are half the battle.

2.3 Insufficient work ability

To compared with the middle school age, college student cadres have higher autonomy and innovation, and often require students to have higher self-executing and innovative ability. In the university, the student cadres need to complete various tasks assigned by the counselor, assist the counselor to handle the contradictions of the classmates, and assist in the management of the classmates. But many students often have enthusiasm, fail to master the correct working methods. They can not complete the tasks assigned by the counselors, and sometimes add additional work burden to the counselors.

2.4 Don't self-understanding correctly

Since most of the students belong to the only-child, they have developed a self-centered personality. After run for the student cadre, some people think that they are better than others and don't want to serve the classmates. Of course, their ability are poor, not facing of more complicated things, easy to retreat, don't know how to deal with it, denying the themselves. In the end, thus escape.

3. THE EFFECTIVE MEASURES FOR THE TRAINING OF STUDENT CADRES

3.1 To improve the training mechanism of student cadres

At present, the college student cadre group includes party branches, youth league organizations, student unions, associations and class cadres at all levels. About 30%-40% of the students in each class are student cadres. Part of it is through public selection, and some are decided by counselors or internal voting, and the transparency is not enough. Moreover, even in the process of selection, according to the style or personality of each counselor, there are different

regulations, which results in different standards for the selection of cadres. Some have strong work ability, or some have poor business quality, and may have adverse effects in the student population.

Therefore, for the selection of student cadres of different natures and positions, we should have a unified normative mechanism as the basis. After the selection is completed, the newly-entered student cadres should also be given certain training. As a counselor, some senior students with work experience should be invited to share with them, and do a good job in guiding the preliminary work, these behavior can improve their working ability and Comprehensive quality ability. It is also necessary to establish a reasonable assessment mechanism, such as a monthly departmental work summary. For those students with strong work ability, outstanding business ability and great contribution to students, they should give certain rewards and affirmations, and give certain inclinations when evaluating awards or cadres, so that they can have their own work. Of course, we must do a good job of supervision and form quantitative standards. We can assess the work of students every month and encourage them to summarize their work.

3.2 Strengthening ideological and political education

For college students, most people are still not eroded by bad social thoughts, and their thinking is relatively simple. Therefore, we should pay attention to the guidance of noble ideology and morality in the process of cultivating student cadres, especially those students whose motives are not pure. If we do not properly carry out ideological and political education, it may have a negative impact on society. For example, a list of cadres' appointments and dismissals of the Sun Yat-sen University Student Union, which was hotly discussed online, listed more than 200 student cadre seats at the three levels of the secretarial organization, the composition department, and the office. In the first two levels, it also indicated that the deputy was equivalent to the "positive ministerial level" and other signs, and it was a "backup" of a small officialdom. After all, student cadres are not student officers, and we should correct this ideological trend in time.

Therefore, in the process of cultivating, they are encouraged to play an exemplary role in the student group, to be a good helper for the school and the teacher, to serve the classmates, and to assume the duties assigned by the student cadres. In the work, they should correctly handle the contradiction between students and teachers, cadres and students, guide students to establish a correct sense of collective honor, let them abandon bureaucratic ideas and bureaucratic style, and improve their ideological and political understanding.

3.3 Effective incentives and encouragement policies

At the usual work and study, they are a good helper for the counselors, we should give them more incentives and encouragement to choose the appropriate working methods and methods. This will not only make our work easier, but also positive for students. In the usual work arrangement, we should give different levels of trust and authorization to the student cadres of different positions, so that they can have enough self-space to display their talents and satisfy their enterprising spirit. For a unique way of working, we should give certain respect and

encourage innovation. When there is a problem at work, you can't just blame and discuss the wrong place.

At the same time, when arranging work, we should try not to use the meeting to convey the form of the meeting, but to let them participate in the process of discussion and problem solving, encourage them to speak freely, cultivate their ability to think independently and respect their thought.

3.4 Strengthening the psychological quality construction of student cadres

As the leader among ordinary students, student cadres should have higher psychological quality and ideological and moral qualities than ordinary students. Among the student cadre groups, they generally have problems such as strong self-esteem, poor ability to withstand stress, and high emotional intelligence. If these problems cannot be solved in time, it may cause the student cadres to work in the process of dealing with problems and fail to handle them correctly. Therefore, as counselors, we should help their mental health. For example, when the student cadres are just beginning to take over the work, we should give some guidance and affirmation, and appropriately praise the work they do. At the same time, they should be trained in mental health to guide them to correctly understand themselves and face them correctly in the face of difficulties and setbacks.

3.5 Rational use of new media tools such as the Internet

In the post-90s life and learning, new media such as the Internet have become more and more popular among them and have become a part of their daily lives. In the training of student cadres, we should make good use of these new tools. For example, the use of the Internet to conduct the selection of outstanding students, the patriotic theme propaganda on the anniversary of major festivals. And we can also use QQ, WeChat and other online social tools to communicate and deal with the work in a timely manner, which helps to improve the efficiency and practical ability of student cadres.

In short, counselors, as executors of ideological and political education and student management in colleges and universities, have the responsibility and obligation to manage and train student cadres. In the process of cultivating, we should pay attention to the strengthening of our own abilities, innovative work methods, influence the cadres of students through their good psychological and moral qualities, improve their work enthusiasm and work ability, and truly teach and educate people.

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