



An Investigation of University Students' Management Practices Based on the Concept of People-centred Management

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Abstracts: The concept of people-centred management plays an important role in the management of college students. This paper discusses the concept, characteristics and principles of the people-centred management concept, analyses the problems existing in the management of college students, and puts forward the practical strategies of college students' management based on the people-centred management concept, including the establishment of a good communication mechanism, the stimulation of students' autonomy and creativity, and the attention to students' mental health. These practical strategies help to enhance the effectiveness of college student management and promote the overall development and growth of students.

Keywords: people-centred management concept, university student management, practical strategies

1. Introduction

People-centred management concept is a kind of management style focusing on the needs and rights of employees, and it has important significance in the management of college students. The purpose of this paper is to discuss the practical strategies of college students' management based on the concept of people-centred management, in order to enhance the effectiveness of college students' management and to promote the overall development and growth of students.

2. Concepts and characteristics of the people-centred management philosophy

2.1 The concept of people-centred management philosophy

The people-centred management concept is a management philosophy and methodology that emphasizes taking employees as the most important resources and assets of an organisation and paying attention to their needs, rights and interests and development in order to achieve the common development of the organisation and employees. The people-centred management philosophy believes that employee satisfaction and motivation are the key to organisational success and that organisational performance and competitiveness can only be improved by caring for and supporting employees and stimulating their potential and creativity.[1]

2.2 Characteristics of the people-centred management philosophy

Pay attention to employees' needs and rights and interests, people-oriented management concept emphasises to pay attention to employees' personal needs and rights and interests, respect their individual differences, provide a good working environment and welfare benefits, and satisfy employees' material and spiritual needs. Stimulate the potential and creativity of employees, people-centred management philosophy encourages employees to develop their potential and creativity, provides challenging work tasks and development opportunities, advocates employee participation in decision-making and innovation, and motivates employees to be active and proactive. Establishing good interpersonal relationships, the people-centred management philosophy focuses on establishing good interpersonal relationships, emphasises teamwork and mutual support, creates a positive working atmosphere and culture, and promotes communication and collaboration among employees. Developing employees' abilities and qualities, the people-centred management philosophy focuses on employees' personal development and growth, providing training and learning opportunities to help employees improve their professional abilities and overall quality, and enhancing their value and competitiveness in the organisation. Focusing on employees' work-life balance, the People Oriented Management philosophy values employees' work-life balance, respects employees' personal time and family needs, and provides flexible work arrangements and welfare policies to promote employees' job satisfaction and quality of life.

3. Problems in the management of university students

3.1 Low student participation

In the management of university students, there is the problem of low student participation. Some students lack motivation and initiative in management activities organised by schools and clubs, and lack the willingness to participate and contribute on their own initiative. This may be due to students' insufficient understanding of the significance and value of management activities, or the lack of effective communication and incentive mechanisms.

3.2 Limited student autonomy and creativity

In the management of university students, students' autonomy and creativity are limited. Some schools and community organisations place too much emphasis on rules and regulations and command management in their management, providing insufficient space for students' independent development and innovation. This may lead to a lack of independent thinking and creative problem-solving skills among students, affecting their personal development and growth.

3.3 Mental health problems of students

There are also student mental health problems in university student management. As social competition intensifies and academic pressure increases, some students face psychological problems such as anxiety, depression and low self-esteem. However, there is not enough attention and support for students' mental health in university student management, and there is a lack of effective mental health education and counselling services.

College student management is plagued with problems such as low student participation, limited student autonomy and creativity, and student mental health problems. The existence of these problems not only affects the overall development and growth of students, but also negatively affects the effectiveness and quality of college student management. Therefore, it is necessary to explore the practical strategies of college student management based on the concept of human-centred management in order to solve these problems and promote the overall development and growth of students.

4. Strategies for college students' management practices based on the concept of people-centred management

4.1 Establishment of good communication mechanisms

Establishing a good communication mechanism is one of the important practical strategies based on the concept of people-centred management. Schools and community organisations should establish diversified communication channels, including face-to-face communication, email, social media, etc., so as to facilitate timely and effective communication between students and administrators. At the same time, administrators should listen to students' voices, respect their opinions and suggestions, and respond to and solve their problems and disturbances in a timely manner. [2]Setting up a feedback mechanism. Schools and club organisations can set up a feedback mailbox, establish an online platform or organise regular feedback meetings to encourage students to put forward their opinions and suggestions, and respond to and solve their problems in a timely manner. Organise regular meetings. Schools and community organisations can organise regular meetings and invite student representatives to participate in discussions and decision-making, so as to involve students in the management process and increase their participation in management activities. Use social media. Schools and club organisations can use social media platforms to set up special club groups or pages to exchange information and interact with students, and release timely notices and information about management activities. Listening and problem solving, administrators should listen to students' voices, respect their opinions and suggestions, and respond to and solve their problems in a timely manner. Through effective communication and problem solving, students' trust and willingness to participate in management activities will be enhanced. Provide training and guidance. In order to enhance students' communication skills, schools and community organisations can provide relevant training and guidance to help students improve their communication and expression skills and enhance their motivation and initiative to participate in management activities.

4.2 Stimulating student autonomy and creativity

Stimulating students' autonomy and creativity is another important practical strategy based on the concept of people-centred management. Schools and community organisations should provide challenging and inspiring tasks and projects to encourage students to think and explore, and to develop their creativity. At the same time, managers should give students enough autonomy and decision-making power to participate in management decisions and develop their leadership and teamwork skills. Provide challenging tasks and projects. Schools and community organisations can design challenging and inspiring tasks and projects to encourage students to think proactively and explore solutions. These tasks and projects

may include academic research, social practice, innovation and entrepreneurship, etc. to stimulate students' interest and motivation in learning. Provide training and guidance. In order to cultivate students' creative abilities, schools and community organisations can provide relevant training and guidance, including training in creative thinking, problem solving skills, teamwork, etc. By providing the necessary knowledge and skills, they can help students better utilise their creativity and innovative abilities. Give students autonomy and decision-making power Administrators should give students enough autonomy and decision-making power to participate in management decisions. Student representatives or committees can be set up to allow students to participate in the discussion and formulation of important decisions and to develop their leadership and teamwork skills. Provide suitable resource support. Schools and community organisations should provide suitable resource support, including funds, equipment, venues, etc., to help students realise their innovative projects and entrepreneurial plans. Meanwhile, administrators can also look for partners and mentors to provide professional guidance and support to students.[3]

4.3 Attention to students' mental health

Paying attention to students' mental health is another important practical strategy based on the concept of people-centred management. Schools and community organisations should provide mental health education and counselling services to help students recognise and cope with psychological problems, and improve their mental toughness and stress resistance. At the same time, administrators should pay attention to students' emotional and psychological states, identify and solve psychological problems in a timely manner, and create a positive learning and living environment. Provide mental health education. Schools and community organisations can organise mental health education activities, including mental health lectures, workshops, psychological tests, etc., to help students learn about mental health and recognise common psychological problems and ways to cope with them. Provision of psychological counselling services. Schools and community organisations can set up psychological counselling centres or cooperate with professional organisations to provide psychological counselling services. Students can make an appointment or open a counselling time, and counsellors will provide appropriate support and guidance to help students solve their psychological problems. Attention to students' emotional and psychological states Administrators should pay attention to the emotional and psychological states of students and identify possible psychological problems in a timely manner. Regular individual interviews and questionnaires can be used to understand students' psychological status and provide timely help and support. Creating positive learning and living environments Schools and community organisations should create positive learning and living environments, including the provision of quiet study places, rich extracurricular activities, and friendly interpersonal relationships. These environments can help students reduce stress and enhance their mental toughness and resilience.

5. Conclusion

The practical strategy of college students' management based on the concept of human-centred management is an important way to improve the effectiveness of college students' management. Through the implementation of strategies such as establishing a good communication mechanism, stimulating students' autonomy and creativity, and paying attention to students' mental health, the overall development and growth of students can be promoted. However, the implementation of these strategies requires the concerted efforts and support of all teaching staff, as well as the continuous summing up of experiences and the constant adjustment and improvement of management practices to adapt to the ever-changing needs of college students' management.

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