

# Research on the Backbone Training Mechanism of Party and Youth League Branches of Student Associations in Colleges and Universities

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**Abstract:** Student associations are the positive measures for colleges and universities to adhere to the principle of "Party construction leads League construction and League construction promotes Party construction". In order to support the healthy and orderly development of college student associations, it is necessary to analyze the current situation of the establishment of the backbone training mechanism of temporary Party and League branches of college student associations, and carry out in-depth discussion from the aspects of team construction, resource allocation, organization leadership, and performance evaluation.

**Key words:** college student associations; backbone training mechanism; Party and League branches

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## 1. Analysis of the Current Situation

1.1 It is the key path to further promote quality education of deepening the organic integration of "Three-wide Education and All-round Development of Five Domains of Education"

On the one hand, it can complement and expand the main body involved in the construction and development of student associations in colleges and universities, and improve the ideological and political education in colleges and universities. In the practice and exploration of ideological and political work in colleges and universities, deepening the organic integration of "Three-wide education and All-round Development of Five Domains of Education", and exploring the education mode suitable for the construction and management of associations are the expansion and supplement of mechanism construction in theory and practice, methods and objectives. On the other hand, mechanism construction can promote the all-round implementation of quality education in colleges and universities.

1.2 Strengthen the construction and management of student associations in colleges and universities and give full play to the educational function of student associations

"Strengthening the construction and management of student associations in colleges and universities" and "giving full play to the educational function of student associations" are the clear direction of the construction and development of associations at present stage, so it is necessary to promote the mechanism construction of associations. The basic task of college student associations is to unite young students, which requires that backbone construction of temporary Party and League branches of associations should be based on reality, especially the reality of young student groups, and give full play to the "backbone" role of temporary Party and Youth League branch of associations. The mechanism construction can

effectively meet the realistic demand of the Party and the country for all-round development of talents in morality, intelligence, physique, art and labor, meet the need of strengthening political leadership under the new situation, meet the need of the healthy development of college student associations, and the growth need of college students.

1.3 Respond to the need and difficulties of the backbone of the Party and League in practical work of the student associations

The key to determining the practicability of training is to respond to the needs and difficulties of the backbone of the Party and League in practical work of the student associations. In view of the practical problems that may be encountered by the backbone of the Party and League student associations, we should solve the work difficulties, so as to find the common problems existing in the backbone of college student associations, implement the applied research ideas, and gradually improve the working ability and self-confidence of college student associations. We should further strengthen the evaluation and incentive system of the backbone of student associations, formulate a comprehensive, objective, scientific and effective evaluation and assessment method for the backbone of student associations, establish a service-oriented and contribution-oriented honor incentive mechanism, guide the backbone of student associations to serve the development of associations wholeheartedly and help the growth of association members, receive education, grow talents and make contributions in the practice of association work. In addition, the Party and League branches should standardize the management and classification of the activities carried out by student associations and their members, control the "first pass" of activities, further standardize the management, approval and publicity of association activities, guide the association work to be less vulgar, philistine and entertaining, and carry out more tasteful, stylish and in-depth college association activities.

1.4 Explore and summarize the general laws and improve the universality of the training mechanism

To explore and summarize the general laws and improve the universality of training mechanism is the internal demand of college association work research. Through research and big data analysis, this study believes that we should constantly summarize and improve the mechanism construction, and form a backbone training mechanism of student associations for reference in practice, in order to provide universal reference for colleges and universities to carry out relevant training activities and improve the development quality of the Party and League branches of college associations in Beijing, and improve the politics, organization and service nature of college associations.

1.5 Enhance political position and firm standpoint and belief

The key to improving the backbone work of the Party and League branches in colleges and universities is to enhance the political position and firm standpoint and belief. Political nature is the soul of the backbone of the Party and League branches in colleges and universities. The establishment of the mechanism should strengthen the leadership of the Party from beginning to end, and take "Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era" as the guide, explore new ideas for the cultivation of the backbone of the Party and League branches of colleges and universities in the new era, and effectively strengthen the political guidance of student associations. In the process of relevant research on the training mechanism, colleges and universities should adhere to the political construction in the first place, adhere to the Party's leadership, highlight political education and ideal and belief education, earnestly implement the Party's policy of educating people, give full play to the progressiveness of the Party and League branches at the association level, give full play to the special significance, practically strengthen the Party's management of student associations, strengthen the sense of the times and practicality of the Party and League members for student associations, and guide the Party and League members in colleges and universities to improve political position and effectively enhance political awareness.

## 1.6 Strengthen the sense of responsibility and service

Strengthening the sense of responsibility and service is an important way to improve the work quality of the backbone of the Party and League branches of colleges and universities. The backbone of the branch is mainly for the young students of the associations. The sense of responsibility and service often determines whether the Party and League work can be carried out effectively and whether the work results and the students' satisfaction can be achieved. Therefore, from how to select and train the backbone of the Party and League branches of student associations to the evaluation, incentive and guarantee system of the backbone, it is the focus of research. The Party and League organizations in colleges and universities should improve the organizational life of students, implement relevant systems, innovate the organizational life style, guide the associations to adhere to the principle of the unity of ideology, knowledge, artistry and diversity, and actively carry out association activities with correct direction, healthy and upward, association characteristics, elegant style and various forms, so as to enrich after-school life, prosper campus culture and promote the all-round development of young students' morality, intelligence, physique, art and labor. Colleges and universities should give full play to the role of morality education, and cultivate a group of association backbones who actively carry forward and practice the core socialist values, have correct moral conduct and outstanding sense of dedication, and have the idea of serving the association wholeheartedly.

## **2. Implementation Strategy**

### 2.1 Mechanism construction urgently needs innovative training means

At present, the supporting environment for the construction of the backbone training mechanism of the temporary Party and Youth League branch is changing constantly, and the development of the associations and college students present many characteristics, which requires the use of appropriate training means to play a positive role in mechanism construction, association development and backbone growth. First of all, it is necessary to make full use of information technology and new media resources. In the training of ideological and political guidance, the combination of theoretical teaching and practical research should be mainly adopted. In the training of professional skills improvement, the combination of centralized teaching and decentralized self-study should be mainly adopted. In the training of strengthening working ability, the long-term practice and pair coaching should be mainly used. In the training of other general education, the methods that meet professional requirements should be mainly used. Second, special lectures, theoretical lectures, debate competition, cultural and sports activities, flipped classes, mixed classes, quality development and other training methods should be absorbed into the construction of the backbone training mechanism of the temporary Party and Youth League branch of the associations, so as to fully mobilize the initiative of the backbone in independent exploration, group cooperation, achievement display and ability training, improve the training effect and make the training better "landing".

### 2.2 Strengthen training team construction, build dynamic management system

Firstly, clarify the Party and League relations of the affiliated units, and implement the specific responsibility of the branch backbone training according to the characteristics of all kinds of associations. Secondly, the Student Work Department of the Party Committee and the Student Work Department of the League Committee are the two major responsible departments of the Party and the League branches, which carry out the overall design and long-term supervision of the backbone training in a certain period of time. Thirdly, it is necessary to attach great importance to the great role of the community business guidance units and teachers in the training of middle-level cadres, and the corresponding training of grass-roots backbone of community temporary Party Committees and Youth League bears the primary responsibility. Fourth, based on organization federation, we should fully mobilize the subjective initiative of the society itself, and extend the function of social autonomy for students to staff training. At the same time, we should make

full use of all levels and all kinds of special research classes, theoretical study, quality development and other ways to strengthen the training of training subjects.

### 2.3 Optimize the allocation of training resources and build a service guarantee system

Firstly, we should rationally develop, allocate, integrate and apply high-quality resources to adapt to mechanism construction. In terms of professional skills, material or non-material resources such as other local universities, scientific research institutes, institutions and cultural and sports facilities can be fully utilized. Secondly, to solve the innovative application of training means mainly refers to the combination of tradition and modernity, the combination of theory and practice, the combination of centralization and decentralization, and actively striving for and creating conditions to improve the informatization-based, professional, high-end and modern training means. Thirdly, we should strengthen the service guarantee of training conditions and actively provide support in training funds, training venues, training facilities and training tools.

### 2.4 Strengthen working organizational leadership, build efficient working system

Mechanism construction must strengthen organizational leadership, build and form an organizational system integrating systematic planning, supporting, organizational implementation, inspection and supervision. Firstly, relevant departments should make plans for the responsibilities of subject, organizational implementation, content and methods, and long-term mechanism of the temporary cadre training of the Party and League branches of associations, so as to enrich the management methods of associations. On this basis, relevant local departments should arrange related policies and measures, and provide guidance and support for the temporary training of Party and Youth League branches of mass organizations based on the local development practice and the actual situation of various places and universities. At the same time, to carry out the temporary training work of the Party and the Youth League branch, we should improve the professional level, make great efforts in strengthening the theoretical and practical research, and pay attention to the mutual progress and promotion with the "Tsing Ma Project" or the training of student cadres in other universities, so as to provide decision-making basis, theoretical support and practical guidance for the work.

### 2.5 Carry out training performance evaluation and build a record evaluation system

Firstly, fully mobilize and raise the awareness of all Parties involved in the training of temporary Party and League branches on the importance and necessity of mechanism construction, help them overcome various difficulties and obstacles, and fully stimulate their subjective initiative. Secondly, a comprehensive, objective, scientific and effective evaluation method for the backbone of the association should be developed, and the actual situation of the backbone training should be included as an important evaluation index to encourage the backbone of the branch to participate seriously. It is also necessary to improve the evaluation scheme and standard of training subjects, overcome the phenomenon of superficial treatment of problems and training, single and boring training form, and get rid of formalism and other factors or obstacles that affect the development of temporary Party and Youth League branch backbone training. In particular, we should master the work of the backbone of the temporary party and Youth League branches of the mass organizations and the construction and development of the mass organizations before and after the training. Thirdly, we should attach importance to incentive and enhance the sense of honor by optimizing the means of reward. Optimize incentive means to enhance the sense of achievement and optimize the atmosphere support to enhance the sense of belonging. Only in this way can institution-building be sustainable.

## **3. Logic Generation**

### 3.1 Mechanism construction requires a clear training subject

The growth of the backbone of the temporary Party and League branches of mass organizations depends on education

to a great extent. As an important educational activity, training plays an important role in playing its functional value in the process of mass organization construction and development. Backbone is the starting point and foundation for the construction of the backbone training mechanism of the temporary Party and League branches of mass organizations. Correspondingly, the training subject is the other side and support of the mechanism construction. With the progress of society and the development of the times, facing the prominent characteristics and needs of the young generation represented by the backbone of the temporary Party and Youth League branch of mass organizations, higher requirements are also put forward for the training subjects. As an important part of the construction and management of college students' associations, the business guidance unit of associations, instructors, the federation of college students' associations, the Party of college students' associations, the Youth League branch, the person in charge of associations, college students and other subjects have undoubtedly become the training subjects of the backbone training mechanism construction of the temporary Party and League branches of College Students' associations. According to their functions and roles, they can be divided into organizational leaders: university Party committee; specific responsible department: university Youth League Committee, student work department of university Party committee; work implementation: business guidance units, instructors, other relevant units or individuals. Due to their inextricable connection with the work of the temporary Party of the association and the backbone of the Youth League branch, they consciously become the main body of training. At the same time, other student organizations such as the Federation of Associations and student unions, other associations, individual students may also become mutual training subjects in terms of experience sharing or professional improvement. In addition, social forces, market subjects and other subjects that adapt to the construction and development of associations are beneficial supplements, and also build a good platform for colleges and universities to promote "three-wide education".

### 3.2 Mechanism construction needs to sort out the training contents

The connection between the subject and object of the temporary Party and Youth League branch backbone training is the training content, and the generation of training content also has rules to follow. The training content of the backbone of the temporary Party and Youth League branches of the society mainly focuses on three aspects: ideological and political guidance, professional skills improvement, working ability strengthening and other general education. Therefore, the content of mechanism construction should first straighten out the internal relationship and structure. Under the guidance of the theory of socialism with Chinese characteristics, we should properly deal with the "primary" and "secondary" relationship between ideological and political guidance training and other content settings. Starting from the nature and characteristics of associations, we should reasonably plan the "replacement" and "supplement" relationship between training and professional courses in the promotion of professional skills and the "Chinese" and "foreign" relationship of the source of professional skills. In the context of associations development and branch backbone training, we should scientifically design working ability and strengthen the "first" and "second" relationship between training and academic development. On the road of synchronous development of five major education and training high-quality talents, we should grasp the "yes" and "no" relationship between other general education and the construction and development of mass organizations. In addition, in terms of training content, we should pay particular attention to adjusting measures to local conditions, keeping pace with the times, and dealing with the relationship between "new" and "old" of training content.

### 3.3 Mechanism construction calls for the creation of a supporting environment

Marx believed that "people create the environment, and the environment also creates people". According to the cognitive law of young people, the training of the backbone of the temporary Party and League branches of mass organizations also depends on a certain environment. The supporting environment of training not only has an impact on the ideological formation of the backbone of the branch, but also provides guidance for the construction of mechanism.

Mechanism construction should first be based on the overall strategic situation of the great rejuvenation of the Chinese nation and the "two overall situations" of the great changes in the world that have not been seen in a century, and grasp that the new era of socialism with Chinese characteristics is the new historical orientation of China's development. In this era, we should pay special attention to political guidance, grasp the "key minority" among the student group, and strive to cultivate qualified builders and reliable successors of socialism with Chinese characteristics, who are both red and professional, have both political integrity and ability, and develop in an all-round way. We have entered the intelligent era. The Internet and information technology have developed rapidly. Especially under the influence of the novel corona virus pneumonia epidemic, network teaching has sprung up and is in the ascendant, which not only provides an effective tool for training, but also becomes a substitute for the traditional training mode in many scenarios. Therefore, it is our inevitable choice to follow the trend and make full use of network information technology and means to carry out the training of the backbone of the temporary Party and League branches of mass organizations. In addition, as far as the youth group of branch backbone is concerned, they show unprecedented independence, personality, variability and the ability of thinking and action. Their ability to support the training environment is greatly enhanced, so they will also put forward higher requirements. Therefore, only with an open and inclusive attitude, scientifically grasping their new characteristics and based on the reality of association development can they actively promote the construction of benign mechanism.

#### 3.4 Mechanism construction needs innovative training means

Whether the training means meet the requirements of mechanism construction and are appropriate directly affects the performance of training work. Therefore, consistent with the basic principles of association construction and management, we should also adhere to the unity of ideology, knowledge, artistry and diversity in the innovative application of training means. At present, the supporting environment for backbone training mechanism construction of the temporary Party and League branches of mass organizations is constantly changing. The development of mass organizations and college students shows many characteristics. Appropriate training means need to be adopted to play a positive role in the construction of mechanism, the development of mass organizations and the growth of backbone. The training of the backbone of the temporary Party and League branches of mass organizations is different from the "first classroom", which has strong particularity in the arrangement of the objectives and contents of mechanism construction. First of all, we should make full use of information technology means and new media resources. In the training of ideological and political guidance, we should mainly adopt the training means combining theoretical teaching with practical research and learning. In the training of professional skill improvement, we should mainly adopt the training means combining centralized teaching with decentralized self-study, and in the training of strengthening working ability, we should mainly adopt the training means combining long-term practice and paired counseling. Training methods that meet professional requirements shall be adopted in other general education training. Secondly, special lectures, theoretical lectures, debate competitions, cultural and sports activities, flipped classes, mixed classes, quality development and other training methods should be absorbed into the construction of the backbone training mechanism of the temporary Party and Youth League branch of the associations, so as to fully mobilize the initiative of the backbone in independent exploration, group cooperation, achievement display, ability training and other aspects, and to improve the training effect and make the training better "landing".

### 4. Practical Dimension

On the basis of extensive research in the early stage, this project provides ideas for the establishment of the training mechanism for the backbone of the Party and League branches of college associations, puts forward a training mechanism with strong relative reference and reproducibility, and is committed to applying the research results to the construction

and development practice of college associations as the stage achievement of this project research.

#### 4.1 Formation premise: system construction

System construction is the basic premise for the orderly development and sustainable development of the backbone training of the Party and League branches in colleges and universities. First, it can incorporate the responsibility subject, development mode, incentive and supervision, long-term mechanism and other contents of the backbone training of the Party and Youth League branches into the overall system documents such as the management measures of mass organizations. Second, we can issue special system documents for college association training with the training of the backbone of the Party and League branches as the main content. Third, the school Party committee, the Student Work Department of the Party Committee and the Youth League Committee can issue corresponding guiding opinions on the construction of the Party and Youth League branches of colleges and universities, and take the backbone training as an important part.

#### 4.2 Formation mode: organizational mechanism

Establish a association training organization pattern of "Party Committee leadership, Youth League Committee guidance, department coordination, college participation, social association governance and joint construction of teachers and students". First, according to the characteristics of various associations in colleges and universities, clarify the affiliated units of their Party and League relations, and implement the specific responsibilities for the cultivation of the backbone of the branch. Second, the Student Work Department of the Party Committee and the Youth League Committee, the two main responsibility departments of the Party and Youth League branches, carry out overall design and long-term supervision on the backbone training in a certain period of time. Third, based on the Association Federation, fully stimulate the subjective initiative of the association itself, and extend the student autonomy function of the association to the backbone training.

#### 4.3 Demand orientation: content generation mechanism

Responding to the needs and difficulties of the backbone of the Party and League in the actual work is the key to determining the effectiveness of the training mechanism, which provides an effective starting point for the development of training. Based on the nature and development objectives of college student associations, in terms of the content of backbone training of Party and League branches, it is necessary to unblock the communication channels of association members, backbone, training subjects and responsible departments, and fully listen to the specific problems and practical needs of political voice, working ability, professional direction and team building in the process of construction, organization and development.

#### 4.4 Incentive guarantee: dynamic mechanism

Further strengthen the evaluation and incentive of the backbone of student associations. The first is to carry out full mobilization, so that all parties involved in the backbone training of the Party and Youth League branches in colleges and universities can fully realize the necessity of training. Formulate a comprehensive, objective, scientific and effective evaluation and assessment method for the backbone of student associations, establish a service oriented and contribution oriented honor incentive mechanism, guide the backbone of student associations to serve the development of associations wholeheartedly, help the growth of association members, and receive education, grow talents and make contributions in the practice of association work. It is mainly to enhance the backbone's sense of honor by optimizing reward means and optimize incentive means and enhance the backbone's sense of achievement; optimize the atmosphere support and enhance the backbone's sense of belonging.

#### 4.5 Evaluation and assessment system: supervision mechanism

Supervision mechanism is one of the most critical parts of the closed-loop training of the backbone of the Party and League branches of college associations, which affects the overall efficiency and actual situation of the training. Supervision mainly includes content supervision, subject supervision and process supervision. Content supervision refers to checking and guiding the contents of training. Subject supervision refers to the supervision of the guiding unit, the person in charge, the backbone of the associations and the trainers. Process supervision refers to the supervision of the whole process of training planning, organization and control, so as to ensure the achievement of training objectives.

### **5. Conclusion and Suggestions**

At present, there are still the following problems in the construction of the Party and League branches of college associations: (1) The construction of the Party and League branches of college associations is immature and does not play a strong role; (2) The main body of the association has a weak understanding of the backbone training; (3) lack of typical training mode and experience that can be used for reference, and there is no way to start in the work practice of the Communist Youth League in colleges and universities.

Through the investigation of the development status of college student associations in Beijing and the training mechanism, training situation and training effect of the backbone of college student associations in Beijing, combined with the existing relevant policies, documents and materials, this study focuses on how to select and cultivate the backbone of student associations, how to establish the evaluation, incentive and guarantee system of the backbone of student associations, and how to strengthen the Party and League construction of student associations to further study and explore the feasible and applicable training mechanism for the backbone of the Party and Youth League branches of college student associations in Beijing.

This paper holds that the backbone training of the Party and League branches of mass organizations in colleges and universities should form institutional mechanism, organizational mechanism, content generation mechanism, dynamic mechanism and supervision mechanism, implement the education and management of the Party and League members in the associations, maintain and enhance the progressiveness of the league members, and give full play to the role of the Party and League branches in the associations, so as to further strengthen the management of the associations and improve the development level of the associations.

### **Conflicts of Interest**

The author declares no conflicts of interest regarding the publication of this paper.

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