

The Construction of University Education Management Model with Both Rigidity and Softness

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Abstract:

In recent years, with the continuous deepening of my country's education reform, education management in colleges and universities has also made corresponding progress and achievements, but new challenges have also emerged. How to flexibly adjust and improve the traditional education management model and fully implement the "hard and soft" education management model is worthy of continuous discussion and practice in major universities. First, this article explains the basic definition and connotation of the combination of rigidity and flexibility, and provides theoretical support for the construction of the university education management model of rigidity and flexibility. Positive meaning; third, provide corresponding development suggestions for colleges and universities to build a rigid and flexible educational management model, so as to promote the better integration of new management concepts into the educational management of colleges and universities.

Keywords:

Rigid and Soft, University Education Management, Organic Integration, Model Construction

1. Introduction

The management model that combines rigidity and flexibility is essentially a model that takes into account both system and humanized management. It is mainly suitable for the current university education and has a close relationship with modern teaching. In the past, the educational management methods of colleges and universities were relatively simple. In order to enable students to master knowledge and skills as soon as possible, and improve classroom efficiency, students were required to recite theoretical knowledge points repeatedly to better cope with exams, ignoring the improvement of students' ractical ability. And psychological counseling and teaching have formed an education model that emphasizes theory and neglects practice. With the promotion of quality education in our country and the introduction of the "double reduction" policy, the educational management model of colleges and universities has also changed accordingly, breaking the traditional rigid and inhumane education

management model, and actively adopting a rigid and flexible model to balance education management. As far as possible to meet the development needs of students in all aspects, design and establish an education management model that is more suitable for the actual situation of students.

2. The Basic Definition and Connotation of the Combination of Rigidity and Flexibility

2.1. The Basic Definition of Rigidity and Flexibility

“Rigid and soft” is literally understood as the use of a combination of rigid thinking and flexible methods for management. It can also be called “soft and hard”. The “rigid and flexible festival” proposed in the ancient prose “Zhou Yi Meng” also refers to the mutual complement of rigidity and flexibility to improve the efficiency and quality of management. From the perspective of education management, “hardness and flexibility” is an important management method that is more acceptable to the majority of students and more suitable for the current education situation. It specifically refers to the use of strict and rigid means to discipline students in educational management activities. , We must also have a human touch in the process of discipline, and give full consideration to the feelings and thoughts of students. [1]

2.2. The Connotation of the Combination of Rigidity and Flexibility

2.2.1. Integration of Principle and Flexibility

From the perspective of modern management theory, the management thought of “hardness and softness” is applicable to any management activities today, and the management effect achieved is remarkable. From the perspective of the logical thinking of management, the use of “rigid” management thinking and methods is the basis for maintaining the normal order of activities. It effectively regulates people’s behavior and activities with strong means, and creates a standardized and orderly environment. It is the principled system and norms within the organization. However, the use of “flexible” management thinking and methods is also indispensable. Excessive use of tough methods and measures to force people to comply will inevitably lead to resistance, and flexible management methods can not only effectively calm the mind of the person being managed, but also fill the entire activity. In addition to the human touch and warmth, it can also be more acceptable to the managers. Through flexible means such as dialogue and communication, the entire activity and organization can be in a state of rigidity and softness. [2]

2.2.2. The Organic Integration of Dehumanization and Humanization

From the perspective of management, creating a standardized and fair environment and adopting strict and close management systems to restrict human behavior can better promote the realization of management goals. However, excessive use of rigid means will easily arouse internal organizational conflicts and cause dissatisfaction with the managed, which is not conducive to the development of the organization. Appropriately adopting a gentle management method can not only appease the hearts of the members of the organization, but also create a relaxed, cheerful and cheerful atmosphere, cleverly resolve the internal contradictions of the organization, and realize the humanization and inhumanity in the education management through the resolution of the contradictions. The organic unity of chemistry. [3]

2.2.3. Flexible Complementation of Rigid Management and Flexible Management

In the past, schools at different stages in our country mainly adopted rigid management methods. For students who were disobedient and violating disciplines, they often used methods such as scolding, corporal punishment, and punishment. Rigid management methods have many drawbacks. One of the most typical flaws is that in educational management activities, the role of managers is often overemphasized while ignoring the subjective consciousness and emotions of the managed. Practice has proved that many managers in educational management activities are strictly regulated and managed by the system, but many things cannot be resolved by the system alone. There are still some unpredictable and difficult to solve problems in the management activities, and they are even related to the world. And these need to be resolved by the management goals of rigidity and flexibility. Therefore, the organic integration of management thinking based on rigidity and flexibility can not only resolve education management problems in a flexible and effective way, but also fully combine the advantages of the two management methods to better achieve management goals. [4]

3. The Importance of a University Education Management Model that Combines Rigidity and Flexibility

From the perspective of education management, the management of “hardness and flexibility” refers to accurately and reasonably grasping the distance and strength between rigidity and flexibility in the entire education management activities, and integrating them through humanized and dehumanized means. Management, and in accordance with the characteristics of the object being educated and managed, fully respect and consider the idea and personality of the person being managed, and improve management from the perspective of humanistic care.

Huang Baishun and others clearly stated in “Constructing a People-Oriented Educational Management Model in Higher Education Institutions” that the individual development and basic needs of students must be highly valued in educational management. The construction of a humanized management model is a reasonable and scientific educational management model, which reflects the current trend of social education concepts also fully demonstrates humanistic ideas.

4. Construction of a University Education Management Model that Combines Rigidity and Flexibility

4.1. Redefine the Subject of University Education Management

Nowadays, college education is gradually developing in the direction of popularization and commercialization. This is also the result of the future social development trend. The education of college students is like this, while the education of graduate students is to refine a specific field or topic for the specific industry of the future society. To make outstanding achievements in terms of nature is to serve the development of society. Therefore, the education management work of colleges and universities also needs to be closer to real life, fully understand the types of talents needed for the development of today’s society, and keep closer to the educational management goals in order to cultivate a comprehensive culture with high cultural literacy and strong professional capabilities for the society. Type talents.

In this regard, colleges and universities should appropriately adjust the current main body of education management, take students as the main management object, take into account the management of school staff and service personnel, and carry out education management work based on the actual development of students. Education managers must ideologically clarify the main status of students. Excellent educational management methods cannot do without the support and cooperation of students. Educational management methods that are separated from students' understanding and support, or separated from actual life needs, will not meet the needs of students. need. [5]

Compared with flexible management, rigid management occupies a major position. Therefore, it is especially necessary to strengthen flexible management. Teachers and managers need to look at and solve problems from the perspective of students, and they need to actively discuss and communicate with students to be clear about their ideas. And true demands, empathy makes students feel that they are understood. At the same time, class management should also actively adopt the management method of "hardness and flexibility". While emphasizing and implementing class rules and regulations, it is also necessary to give full play to the dominant position. At present, the student positions of the class are mainly the four positions of the class leader, the league secretary, the learning discipline committee and the psychology committee. For this reason, the four students are both the supervised and the administrators. The teacher needs to give full play to the management role of the class cadres and regard the class cadres as the class cadres. The communication exchange further understands the students' ideas, listens to their opinions on classroom design, classroom content and arrangements, and then better adjusts and improves the classroom. Class activities can also be held regularly to narrow the distance between students through various class meetings and cultural and entertainment activities, provide students with richer and diverse learning opportunities, and integrate flexible management measures into rigid management to cultivate students' collective honor Sense, strengthen the cohesion of the class. [6]

4.2. Continuously Strengthen the Organic Fusion Between Rigid and Flexible

Both rigid management and flexible management are different in management methods and management strengths, and they restrict each other and complement each other. If universities only focus on the use of rigid management methods to control students, not only will the relationship between students and managers deteriorate, but also the entire education management work will be difficult to continue; if only flexible management methods are used, it will be due to lack of toughness. Type jurisdiction measures, the entire school will be in chaos, and school order and discipline will be out of the question. In view of this situation, colleges and universities must fully enhance the organic integration between rigidity and flexibility. The first thing is to clarify the relationship between the two and their respective characteristics, and give full play to the advantages of the two management methods on the basis of understanding. College students are the main targets of education management. With the development and maturity of their bodies and minds, they have developed basic stereotyped cognitions and opinions on many things. The three views have also been basically established, forming a personalized lifestyle and a way of being in the world. Especially for their own career development and future plans are more diverse. Therefore, managers must not only strictly implement the management system and grasp the rigidity of the rules and regulations, but also need to actively

exert the human touch of the humanized management to ensure that the student's dominant position can be fully demonstrated in the education management. [7]

The difficulty in strengthening the integration of rigid and flexible management lies in grasping the scale between the two. It is difficult to properly control the strength of the two management methods in the management process. Therefore, how to ensure that the punishment is moderate and the management has a sense of proportionality is the responsibility of all managers. Need to think carefully about the key points. In this regard, education administrators should try to avoid direct conflicts with students, or form a sense of confrontation and major frictions. Instead, they should clarify the relationship between rigidity and flexibility and continue to promote the organic integration of the two methods through rigidity. Management allows students to understand how to achieve self-restraint and self-management, and strictly follow the school's rigid requirements, such as not using high-power electrical appliances in the dormitory, not returning home without application, etc. These regulations are all from the perspective of the student's personal safety. It is established that students must abide by the established rules in terms of words and deeds; through flexible management, students understand the school's good intentions, and always pay attention to students' university life and learning conditions without violating laws, regulations and school rules and regulations. Guide students' healthy psychology and pay attention to students' psychological problems. Nowadays, many college students frequently commit suicide in order to escape reality and become unconscious. Many students are overwhelmed by the impact of their studies and choose to commit suicide by jumping off the building to avoid the problem. All these require psychological counseling from managers and can be active in daily life. Communicate with students and share with daily trivial matters or problems encountered. In the process of listening, managers pay attention to discovering students' potential psychological problems, and propose corresponding solutions or appropriately guide students to think in healthy and positive aspects, and continue to lead Students establish a correct view of the world. [8]

4.3. Strengthen the Implementation of Institutional Constraints and Management, so as to Achieve a Combination of Rigidity and Flexibility

From the perspective of management, the rational use of rigid management methods is an important premise for maintaining internal discipline and order in the organization, which can effectively ensure the smooth progress of various activities and create a formal and serious atmosphere. Therefore, in order to effectively maintain school discipline, the use of rigid management means is indispensable, in the formulation of rules and regulations to consider their feasibility, not too absurd, inhuman, need to comprehensively consider the rationality of rules and regulations, scientific, and whether it harms the interests of students, etc., to do with college students empathy to think about the problem, from the perspective of students to think about whether the rules and regulations are reasonable, whether it is realistic, etc., and through innovative methods will be the correct ethical value system for students to educate and manage. [9]

In educational management activities, especially academic theoretical activities, we must reflect the corresponding seriousness and formality, but also do not lose humanity, in the serious exchange and discussion of academic issues should also be appropriately linked to practical issues, so that the theory can better serve the actual problems. By fully mobilizing the enthusiasm of managers, more emphasis is placed

on the use of humanistic care concepts for educational management, and the acceptance of students is improved through dialogue, communication and other gentle ways. At the same time, always implement the management principle of “tightness and moderation”, from the perspective of “tightness”, adopt strict rules and regulations to manage and better restrain student behavior, change students’ bad behaviors and habits, help college students develop a correct academic research attitude, and be able to treat and deal with things with a highly responsible and serious heart; from the perspective of “loose”, fully analyze students’ psychological states and characteristics, and use a gentle way to go deep into students’ inner world, so that students know how to be most comfortable, Gentle reassurance closes the distance between people, influences and touches people's hearts, and fully practices the concept of humanistic care.

5. Conclusions

Constructing a “hard and soft” university education management model plays an important role in promoting the development of education and promoting the overall development of students. This kind of management model can highlight the strict, solemn and warm management style of universities and fully respect it. The dominant position of the students and the dominant position of the teachers have been given to the students, and the students have become the protagonists of the classroom, which not only guarantees the construction and maintenance of the normal order of the school, but also pays attention to the inner needs of the students, effectively creating A good atmosphere for teachers and students to promote the healthy and sustainable development of college education.

Conflicts of Interest

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