

The Application Strategy of Flexible Management in the Education Management of Higher Vocational Colleges Students under the New Vocational Education Law

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Abstract: Under the background of the new Vocational Education Law, the traditional rigid student education management mode in higher vocational colleges has been difficult to meet the diversified and personalized needs of current students, and the introduction of flexible management concept has become an important way to improve the quality of education management. This paper discusses the application strategies of flexible management in the education management of students in higher vocational colleges, including strengthening emotional training, attaching importance to psychological education, implementing behavior guidance to stimulate students' potential, and constructing developmental system and discipline. These strategies aim to create a harmonious, democratic and free campus cultural environment, promote the overall development of students, and improve the overall level of student education management in higher vocational colleges.

Keywords: Flexible management; Educational management; Higher vocational college

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1. Introduction

Under the background of promulgation and implementation of the new Vocational Education Law, China's higher vocational education has ushered in unprecedented opportunities and challenges for development. The law not only emphasizes the importance of vocational education, but also clarifies the goal of improving the quality of vocational education and promoting the comprehensive development of students^[1]. In the face of this new situation, ways to better adapt to the needs of the era and innovate the management mode in student education management in higher vocational colleges have become an urgent problem to be solved. Flexible management, as a people-oriented management concept that emphasizes on stimulating individual potential and subjective initiative, has gradually shown its unique advantages and potential in higher vocational colleges^[2].

The traditional student management mode often focuses on rigid constraints and institutionalized management. Although it can guarantee the teaching order and the standardization of students' behavior to a certain extent, it often ignores the individual differences and internal needs of students, and it is difficult to fully stimulate the enthusiasm and creativity of students^[3]. However, flexible management emphasizes enhancing students' self-management awareness and ability through non-mandatory means such as educational guidance, encouragement and psychological counseling, to achieve educational goals in a more harmonious and democratic atmosphere^[4]. Therefore, under the guidance of the new Vocational Education Law, the application of flexible management in the education management of students in higher vocational colleges is not only helpful to improve the efficiency and quality of management, but also can better promote the overall development and personalized growth of students. This paper will start from the connotation and characteristics of flexible management, combined with the new requirements of the new Vocational Education Law for the education management of students in higher vocational colleges, and put forward a series of practical application strategies to provide a useful reference for the education management of students in higher vocational colleges.

2. New requirements of the new vocational education law on student education management

The new "Vocational Education Law" has drawn a new blueprint for the education management of students in higher vocational colleges, aiming to accelerate the transformation of vocational education to high-quality development, improve the comprehensive literacy and technical skills of workers, promote the vitality of employment and entrepreneurship and build a better education system^[5]. Specifically, the law establishes the independent and important position of vocational education, standing side by side with general education, ensuring equal treatment and broad opportunities for students in higher vocational colleges and universities in the entrance, job market and career development path, and prohibiting any form of discriminatory policies^[6].

The new law is committed to building a modern vocational education system with lifelong learning for all, promoting the seamless connection between vocational education and general education and the effective connection between different levels of vocational education, and promoting the efficient integration and sharing of educational resources^[7]. At the same time, it encourages the diversification of school-running modes, widely absorbs the equal participation of all social forces, especially deepening school-enterprise cooperation, so that enterprises become an indispensable part of vocational education, and jointly build a vocational education ecosystem with government guidance, school main body, enterprise support and social participation^[8]. In terms of improving the quality of education, the new law emphasizes that higher vocational colleges need to deepen the reform of education and teaching, focus on the cultivation of students' practical ability and innovative spirit, and closely align with the needs of economic and social development, and customize educational standards and training programs according to vocational classification, standards and development trends to enhance the pertinence and effectiveness of vocational education^[9].

In addition, the new law also attaches great importance to the construction of school spirit, learning style and teacher ethics, requiring higher vocational colleges to create a positive learning atmosphere to ensure the steady improvement of education and teaching quality. At the same time, colleges should strengthen the construction of teachers, improve the professional quality and professional ethics of teachers, and encourage teachers to actively participate in the education and management of students^[10]. In terms of student training,

the new law advocates the concept of comprehensive quality education, pays attention to the comprehensive development of students' professional ethics, scientific and cultural literacy, professional knowledge and technical skills, as well as students' individual needs, provides diversified educational resources and development platforms, and helps students realize the double leap of self-value and social value ^[11]. In terms of the integration of production and education, the new law promotes the comprehensive deepening of school-enterprise cooperation, encourages enterprises to deeply participate in the professional setting of vocational schools, the development of teaching materials, the design of training programs, quality assessment, teacher training and the construction of practical training bases, and other aspects, promotes the deep integration of vocational education and industrial development and provides strong talent support for economic and social development ^[12].

Finally, the new law improves the guarantee mechanism of vocational education, optimizes the expenditure structure of education funds, ensures that the investment of vocational education funds matches the development needs of vocational education, and clarifies the main responsibility of people's governments at all levels in the guarantee of vocational education funds, providing a solid backing for the steady operation and sustainable development of vocational colleges ^[13].

3. Flexible management

3.1. Flexible management concept

Flexible management, as a management concept opposed to rigid management, was initially conceived and developed in the soil of enterprise management. Rigid management is based on the construction and strict implementation of a series of rules and regulations, laws and regulations and disciplinary supervision as the cornerstone, through the external force to regulate the behavior of enterprise members, while flexible management is based on the in-depth study of human psychology and behavior laws, the use of non-coercive means to stimulate a potential sense of identity and action in the individual's heart, so that the will of the organization naturally translates into the conscious action of the individual ^[14]. The core of this management model is people-oriented, emphasizing the integration of emotion and reason to guide people, which coincides with the governance wisdom of "benevolence" in Chinese traditional Confucian culture. Both put human dignity and value in the core position and advocate a management philosophy full of humanistic care ^[15]. Flexible management has the characteristics of human nature, emotion, efficiency, flexibility and process orientation, etc. It advocates the implementation of management strategies according to the physical and mental characteristics of individuals. Besides paying attention to the release of individual potential and spiritual stimulation, it also advocates a recessive and humanized management mode ^[16]. From the perspective of flexible management, management is no longer just a simple control and supervision, but a journey of learning, growth and self-improvement between managers and the managed. Introducing this concept into the field of student education management means making full use of the power of student organizations at all levels, building a harmonious relationship between teachers and students, and respecting students' individual differences and human needs. The starting point of management should focus on promoting the comprehensive development and healthy growth of students, and influence students to create a management environment rich in cultural atmosphere, conducive to the development of students' personality and innovative spirit through imperceptibly. In such an environment, students can feel the care and respect of teachers, and can constantly discover and surpass themselves in self-exploration and practice.

3.2. The significance of flexible management for the educational management of students in higher vocational colleges

The introduction of flexible management in higher vocational colleges has far-reaching significance for students' educational management, which is not only the innovation of educational ideas but also the profound consideration of students' comprehensive development and future adaptability ^[17].

Flexible management emphasizes students as the core, advocates respect and understanding, and gives students more autonomy. Under this management mode, students can choose their learning direction according to their interests and career planning, and cultivate their self-responsibility and future planning ability. The interaction between teachers and students is more frequent and in-depth, and communication like friends promotes mutual understanding and trust so that teachers can accurately grasp the needs of students, provide personalized learning guidance and psychological support, and effectively stimulate students' learning enthusiasm and enthusiasm ^[18].

Secondly, flexible management focuses on teaching students according to their aptitude and implements differentiated education strategies according to the characteristics and advantages of different students. This flexible and changeable education mode helps to improve students' professional skills, make them better adapt to the diversity of social post needs, and broaden employment channels and increase employment opportunities for students ^[19]. At the same time, the harmonious campus atmosphere created by the flexible management reduces the conflicts between teachers and students and between families and schools, realizes the effective restraint and management of students in a subtle way, and encourages students to accept and recognize the education goal from the bottom of their hearts ^[20].

Finally, in the face of rapid social changes and the uncertainty of career development, flexible management provides the necessary adaptability and sustainable development ability for students in higher vocational colleges. Under the background that machines are gradually replacing manpower as the main labor force, students need to have the ability to quickly adapt to the new environment and new positions, as well as the preparation for career change and secondary employment. Based on this realistic demand, flexible management emphasizes the cultivation of students' transferability and lifelong learning ability while imparting professional knowledge and skills, ensuring that students can maintain competitiveness in the ever-changing social environment and realize the double improvement of personal value and social contribution. Therefore, the implementation of flexible management in higher vocational colleges is not only an inevitable trend of education reform but also an important embodiment of students' future responsibility ^[21].

4. Application strategies of flexible management in the education management of students

4.1. Strengthen emotional cultivation

First of all, it is important to deeply recognize the driving role of emotion in individual behavior, and take emotion education as an important part of management. Managers should protect students' self-esteem, especially given the inferiority complex that may exist in vocational college students, and adopt appropriate methods to guide them to discover their self-worth and stimulate their inner motivation. At the same time, managers should enhance their affinity, become students' good teachers and helpful friends with love and patience, break the barrier between teachers and students, and create a warm and inclusive education environment. In addition, managers need to continuously improve their personal qualities, establish a good

image, and set an example for students by teaching by example rather than by words ^[22].

4.2. Attach importance to psychological education

Psychological education is an indispensable part of flexible management. Higher vocational colleges should establish a sound psychological education system, and regularly invite psychological experts to conduct lectures and consultations to help students solve psychological confusion and improve psychological quality ^[23]. At the same time, teachers integrate mental health education into students' daily activities, cultivate students' positive attitudes and good psychological quality through diversified forms of activities, and establish psychological consultation platforms such as campus psychological websites and psychological microblogs to provide students with convenient psychological services. In addition, it is necessary to do a good job of tracking mental health education to ensure that students can receive timely psychological support and counseling both inside and outside of school.

4.3. Conduct guidance

Flexible management emphasizes students' autonomy and individual development in behavior guidance. Administrators should provide students with clear but flexible goals and encourage students to make plans and implement them according to their circumstances. When evaluating students' behavior, attention should be paid to their efforts and potential development, rather than simply pursuing results ^[24]. Meanwhile, the management process should be in line with students' development goals to avoid the aversion caused by excessive intervention. Colleges can establish a complete goal system, combine the school's overall goal with students' personal goal, enhance students' sense of goal identity through step-by-step decomposition and concretization, and promote the common development of individuals and schools.

4.4. Building developmental institutions and disciplines

In flexible management, system and discipline are no longer simple constraint tools, but the cornerstone to promote students' active development. The developmental student management system and discipline should be built based on respecting students and promoting their comprehensive development, with greater flexibility and flexibility. These systems should be able to guide students to form good behavior habits and moral qualities and provide them with enough space for growth. Through humanized management, students can feel care and support while obeying the discipline to be more actively involved in learning and life.

5. Conclusion

Under the guidance of the new Vocational Education Law, the education management of students in higher vocational colleges has ushered in new development opportunities and challenges. As a modern management concept that puts people first and emphasizes emotional motivation and self-management, the in-depth application of flexible management not only meets the requirements of vocational education for improving the quality of talent training in the new era. It also promotes the overall improvement of students' personality development and comprehensive quality. By building a more democratic, harmonious and flexible educational environment, flexible management effectively stimulates students' inner motivation and potential and enhances the pertinence and effectiveness of education. Looking forward to the future, higher vocational colleges should continue to deepen the understanding and implementation of the new Vocational Education Law, run

the concept of flexible management through the whole process of student education management, constantly innovate management methods, optimize management mechanisms, ensure that education management resonates with the development of the era, and strengthen teacher training to enhance the flexible management ability and service awareness of educators, besides forming a good pattern of full personnel, the whole process and comprehensive education.

Disclosure statement

The authors declare no conflict of interest.

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