

# On the Strategies of Student Management under the Guidance of High Quality Talent Training in Universities

Huiming Li

Harbin University of Commerce, Harbin 150028, China.

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**Abstract:** As the cradle of high-quality talent cultivation, university administrators need to attach importance to student management work, and take talent cultivation as the starting point, formulate reasonable and scientific strategies for student management work, continuously improve the implementation quality of student management work, which plays a very important role in promoting the development of university education. This article provides a detailed analysis of the student management strategies under the guidance of high-quality talent cultivation in universities.

**Keywords:** Universities; High quality; Talent cultivation; Student management

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## 1. The importance of student management under the guidance of high-quality talent cultivation in universities

(1) It helps to improve teaching quality. By strengthening the implementation of student management work, not only can it promote the comprehensive development of students, but it can also greatly improve the quality of higher education and teaching, further enhance students' self-discipline, regulate their behavior effectively, create a good learning environment, and stimulate their motivation and interest in learning. (2) Helps to enhance students' overall quality. By implementing high-quality student management work, students can pay more attention to academic performance and their overall quality will be comprehensively improved. In addition, universities can actively organize clubs or extracurricular activities to stimulate students' personal interests, teamwork spirit, and social adaptability, helping them comprehensively improve their personal comprehensive qualities. (3) Standardize student behavior habits. Continuously improving the level of student management in universities can help them develop good personal behavior habits and establish correct values, outlook on life, and world-view. In addition, universities can help students form a good sense of citizenship and enhance their sense of social responsibility by carrying out moral education, health education, and legal education activities. (4) Promote the personal development of students. By strengthening student management, individual needs of students can be met, and personalized tutoring can be used to tap into their potential and advantages, helping them better adapt to the needs of social development. (5) Create a safe and orderly campus environment. Maintaining campus order and safety is an important aspect of student management, ensuring that students can complete the entire university learning task within a safe campus. In summary, university administrators should attach importance to student management work and actively take measures to improve the level of student management work, which undoubtedly plays a positive role in talent cultivation in universities.

## 2. The connection between high-quality talent cultivation in universities and student management

### 2.1 Existence of consistent entities

Whether it is student management or talent cultivation, the service subjects of the two are consistent. In the process of managing students, universities need to comprehensively implement educational work through education, activities, and other means, with the goal of enhancing the comprehensive abilities of students and ensuring that they can better adapt to society after graduation. For talent cultivation work, it also refers to improving students' professional skills and helping them establish the correct "three views" through teaching activities. In short, student management and talent cultivation have the same main body.

### 2.2 There is a unified goal

Comprehensively improving the comprehensive literacy of college students is not only the goal of talent cultivation, but also the goal of student management. For universities, in the process of cultivating talents, it is not only necessary to participate in teaching work, but also

in student management work. Ultimately, the work goal is to promote the comprehensive development of students. Universities can enrich students' professional knowledge through education and teaching, while also enhancing their moral qualities. In student management work, universities can enhance students' practical abilities through organizing practical operations, solidarity and cooperation activities, which helps to enhance their abilities beyond professional knowledge. In short, organically integrating student management with educational and teaching work can greatly enhance students' comprehensive literacy.

### **2.3 There is a consistent drive**

With the increasing number of college graduates year by year, the employment situation has become very severe. In order to enhance the employment competitiveness of college graduates and alleviate their employment pressure, college administrators not only need to enrich their professional knowledge, but also cultivate their innovative abilities. For student management and educational teaching, both have the same educational motivation, which is to continuously enhance students' professional knowledge and skills, and help them integrate into society more quickly.

## **3. The current situation of student management in universities**

### **3.1 Deviation in management philosophy**

With the increasing emphasis on student management in Chinese universities, student management has shown a diversified development trend in form, resulting in a significant deviation between teaching and student management concepts, making it difficult to quickly achieve the goal of high-quality talent cultivation in universities, and affecting the implementation effect of student management in universities. At the same time, there is a close connection between the education and teaching work in universities and student management work. However, some university administrators believe that student management work is a "non academic" work, often separating student management from education and teaching, resulting in the unmet practical needs of students and affecting the normal development of student management work.

### **3.2 The management content is not rich enough**

For universities, cultivating high-quality talents is an important work goal. With the continuous increase in enrollment, it has brought great challenges to student management work. At present, in addition to dormitory management, some university student management work also needs to actively carry out learning psychological health counseling, graduation counseling, and other work. However, from the perspective of the actual needs of students, a considerable number of universities still face the problem of insufficient content in student management, which makes it difficult for universities to quickly cultivate high-quality talents, ultimately affecting the future employment and personal development of students.

### **3.3 The management system is relatively single**

In the daily management work of some universities, student management and education and teaching are independent of each other, without integrating student management and education and teaching into a whole, resulting in a disconnect between student management and education and teaching work, which affects the effectiveness of cultivating high-quality talents in universities. At the same time, in some universities, student management is mainly the responsibility of counselors. Counselors are not only responsible for employment guidance, mental health education, but also for ideological and moral education and club activities. Due to the uneven professional abilities of counselors and a lack of sufficient time and energy, the implementation effect of student management work is affected.

## **4. Strategies for student management under the guidance of high-quality talent cultivation in universities**

### **4.1 Actively transforming student management concepts**

The specific work strategy is: (1) closely integrate student management with education and teaching work, Simultaneously innovat-

ing student management models, while comprehensively improving students' professional skills, can fully mobilize their learning initiative, stimulate the potential of each student, and enable student management to develop in a personalized direction. (2) Today, with the continuous reform of the higher education system, universities need to actively transform traditional management concepts, pay attention to the personalized and diverse needs of students, and develop targeted implementation plans for student management work, which can help enhance the competitiveness of students in future employment.

#### **4.2 Continuously enriching management content**

(1) In student management work, they should build a technological innovation platform, focus on cultivating students' innovation ability, tap their learning potential, and ensure that each student can feel sufficient fun in learning. Thus, it plays a role in enhancing students' learning initiative. (2) Universities need to build a comprehensive education and training service system. In addition to emphasizing the study of professional courses, they also need to actively organize club activities, technology competitions, and other activities. At the same time, they need to develop targeted learning plans for each student, help them improve their personal comprehensive qualities as soon as possible, and lay a solid foundation for the smooth employment of university students in the future.

#### **4.3 Actively improving and innovating management mechanisms**

In order to better adapt to the demand of society for talent cultivation in universities, university administrators should focus on students, continuously improve the teaching management system by understanding the trend of education reform, and innovate student management work from multiple perspectives and layers. They should continuously summarize and analyze the problems exposed in actual student management work, scientifically optimize the implementation methods of student management work, and accelerate the efficiency of solving practical problems for students. Ensure that students' professional skills can grow rapidly under modern management systems.

#### **4.4 Reasonably constructing and optimizing evaluation methods**

The specific requirements are: (1) Guided by talent cultivation, by understanding the needs of different students, university managers can clarify the individual differences between students. By constructing a personalized evaluation mechanism, students can clarify their own needs and implement personalized training strategies in a targeted manner, which can help them improve their overall personal qualities as soon as possible. (2) Universities need to continuously enrich the content of their evaluation system. In addition to assessing students' professional skills, they also need to evaluate their moral quality, teamwork ability, and innovation ability. The weights of various evaluation indicators should be reasonably determined to ensure that the comprehensive quality of students can be accurately evaluated.

### **5. Conclusion**

In order to comprehensively improve the level of high-quality talent cultivation in Chinese universities, university managers need to take talent cultivation as the starting point of their work, analyze the problems existing in current university student management work, and formulate targeted implementation strategies for student management work, reflecting the central position of students in student management work, and ultimately achieving the goal of improving the quality of university student management work.

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