Primary Research of How to Strengthen the Cohesive Power of College Assistant Team

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Abstract

The college assistant team is the core power to develop college students' ideological and political education, and it is the organizer, executor, and instructor of the college students' daily ideological and political education and management, and its cohesive power will directly determine the construction and the function of the assistant team. As the management department of the college assistant team, colleges should adopt relative measures which will be discussed in this article to strengthen the cohesive power of the assistant team, and fully exert the education and instruction function of the assistant team, and make contributions for cultivating qualified talents.

Keywords: Real estate, Investment trusts, Private equity (PE), REITs

In the "College Assistants Team Development (No.24 of Ministry of Education of China), college assistants are the important part of the college teacher team and the college administration team, with dual identities including teacher and administrator. It is the organizer, executor, and instructor of the college students' daily ideological and political education and management, and its cohesive power directly determines the construction and the function of the assistant team. As the main force of college students' ideological and political education, the assistant team undertakes the important responsibility of cultivating and educating, and it is the important power to carry through the education guidance of CPC and ensure the socialism schooling direction. To strengthen and improve the assistant team development in the new stage is the basic guarantee and effective approach to accomplish this task.

Cohesion means the cooperative degree of the members in the team to realize the target of the team, and the team means the set of people, including family, friends, department, collectivity, class, nation, and country. The outward manifestation of cohesion is embodied in the dependence, compliance, and submissiveness of people's individual motives and behaviors relative to the team target.

As a unity, the cohesion of the assistant team will directly influence the construction and function of the assistant team. Only to continually strengthen the cohesion of the assistant team and form a kind of high-spirited style in this team can make this team to put across the historical mission of the assistant team and undertake the heavy responsibility to cultivate talents for the country.

1. Enhance leader's ability to strengthen the cohesion of the team

As a unity, the cohesion of the assistant team is largely related with the leader of this team, the department of student work in charge. For a team, the leader is the core factor to form the cohesion, and the leader's leading capacity, comprehensive quality, and work style will directly influence the whole efficiency of the team. As the leader of the assistant team, following problems should be emphasized.

1.1 Correctly utilize praise and criticism

In the work process, the leader should praise those members with excellent and positive performance and style in time. At the same time, for those members who make mistakes in the work, the leader should criticize and punish them according to concrete situation. The praise and criticism should be transferred to all members, and in this way, the members can increase the sense of identity, sense of belonging, and sense of power for the organization.

1.2 Enhance comprehensive quality and strengthen the prestige of the team

The leader' prestige will help the leader to achieve the determined target with the members. Only if the leader

has sufficient prestige, the members can be united around him and perform his decisions and arrangements seriously, and the leader can lead the team to make progress for the determined target. Therefore, each manager of the functional department should continually study and strengthen their own cultures and enhance their comprehensive quality. At the same time, they should pay more attention to their work mode and methods, and gradually enhance their prestige gradually in the work.

1.3 Gradually enhance members' participation consciousness

As a good leader, he should not be an autocrat at all times, and he should hear different opinions carefully, and seriously analyze the disadvantages and advantages of all opinions. At the same time, he will mobilize members' participation consciousness, and let all members to actively participate in the team management, and contribute ideas and exert efforts for the development of the team, and drive the development of the whole team.

2. Establish reasonable management system to strengthen the team cohesion

A good team should be managed by the system with certain continuity, and the management of the team should not be broken because of the replace of leaders. And the development of the team should not be influenced because of leaders' different work styles. Good system should be fair, opening, and just, and develop the democracy sufficiently. Good system should also reward the diligent and punish the lazy, encourage the advanced, and the backward, and promote the mutual development. Good system should also be people-oriented, and sufficiently consider human advantages and disadvantages.

Before establishing the assistant management system, the assistant team of the college should be deeply analyzed and studied, and the work actuality of the assistant team should be known first. At the same time, many documents from the superior departments should be studied seriously, such as the "College Assistants Team Development (No.24 of Ministry of Education of China)", and relative documents about the construction of the assistant team from the province and the city, to ensure the management regulations of the college should not conflict with the spirit of the "College Assistants Team Development (No.24 of Ministry of Education of China)". In the establishment of regulations, assistants' opinions should be adopted sufficiently, because the principal part of the system is them, and the system will directly influence them. Only to sufficiently respect assistants' opinions and advices, the system can be performed well, accepted by most members. Only if all members maintain the management system of the team, the cohesion of the whole team can be stimulated.

After the system is established and perfected, those imperfections in the execution should be noticed to keep the pace of the system with the times, and if the system doesn't accord with the actuality in the execution, the system should be modified at once. But the formed system should be performed seriously. If the system is not performed, members in the team will feel that the system cannot be observed, and the team will lax in discipline, and lose the cohesion, which is largely harmful for the whole development of the team.

3. Establish correct public opinion guidance to strengthen the team cohesion

To keep the cohesion of the team, a good style must be formed in the team, and the active spirit should occupy the major position, and the correct guidance of public opinion should be established. As the saying goes, "keep good men company and you shall be of the number", which shows the influence of the environment on people's ideas and behaviors. To enhance the cohesion of the assistant team, first, the assistant team should have intensely and collectively politic atmosphere, and always insist the socialism direction, the four cardinal principles and education guidance, and the good atmosphere of theoretical study and the political awareness should be formed in the assistant team. Second, colleges should strengthen the body resistance to eliminate pathogenic factors, develop and expand the healthy atmosphere, and pay more attention to those decadent ideas and words impacting the work and unity, and adopt active and effective methods to stop the diffusion and spread, and continually cultivate healthy and active spirit, and form the atmosphere of emphasizing unity and uprightness. Third, the colleges should support the right atmosphere and set good examples, develop and expand the patriotism, the collectivism, the socialism, and the hardworking and enterprising spirit, and form good atmosphere of collective consensus. In this way, the common language in the assistant team will become more and more, and the united atmosphere will be further strengthened, and accordingly, common idea and spirit column will be formed, and the cohesion of the assistant team will be enhanced.

4. Establish common target to strengthen the team cohesion

Common target and the quality of common target will influence the style and cohesion of the team. The common target can be realized by realizing individual targets. The difference between the individual target and the individual actuality embodies the difference between members' development and their idea. The collective target comes from individual target, and is higher than individual target, and the difference between them will promote

members to produce new ideas and demands, so the new target should be established again.

The fable of driving of pike, shrimp, and swan tells us that, to develop, one team must have common direction and target, and form the mutual strength, and an excellent team is certainly established on common interest, common benefit, and common target. Therefore, as the team charging for cultivating eligible constructers and successors, each assistant in the assistant team should take the work that how to cultivate eligible college students as his final target, and work under this target. Only if all assistants deeply cognize this common target, the assistant team can better strive for this common target.

5. Establish reasonable evaluation mechanism to strengthen the team cohesion

To establish reasonable evaluation mechanism is the key part to strengthen the cohesion of the assistant team, and the important content in the construction of the assistant team. The scientific and reasonable evaluation and assessment system is very important to establish right direction of employment, stimulate the whole activity of the assistant team, and promote the accomplishment of various targets and tasks.

5.1 Assessment and evaluation is the important measure to clear responsibility

The assessment and evaluation indexes should be confirmed according to relative responsibilities which should also be cleared and confirmed according to the assessment and evaluation indexes. If there are no division, checking, requirements, and assessment, the assistant work will gradually be hard to be evaluated. By the assessments of various work responsibilities, assistants will actively do their duties, and seriously undertake their obligations, and seriously research their work methods and measures, and seriously check their work effects. In this way, the situation of student education and administration with specific responsibility and clear function will be really formed.

5.2 Assessment and evaluation is the important driving force to strengthen responsibility sense

In front of assistants, there are lively college students with possibly immature ideas and opinions, so assistants' sense of work responsibility is vital, and each assistant should treat students like their relatives, and do their best to cultivate students. For common assistants, this sense comes from the assessment of wok, achievement, and encouragement, except for consciousness. If there is no assessment, this sense will gradually disappear in detailed and complicated affairs.

5.3 Assessment and evaluation is the important guarantee to optimize the team

The assistant work is a kind of science, and the men who engage in this work should be professional talents in the ideological education, the mental health education, the career planning, the student work management, and the assistant team must be optimized continually according to the principle of "entering in high-requirements, managing strictly, cultivating elaborately, and growing optimally". However, the premise of the optimization must be established on scientific assessment and evaluation. By the assessment, assistants will be encouraged to wok hardly, and excellent assistants will be put in an important position, and the reasonable flow and dynamic balance of the team will be realized, and finally, the professionalism, the specialization, the enhancement of the quality of the whole team will be realized. Therefore, the assessment and evaluation of the assistant work is the important guarantee to optimize the assistant team.

5.4 Assessment and evaluation is the important base to mobilize the enthusiasm

By the assessment and evaluation, those excellent assistants will be discovered and encouraged, and lagged assistants will find their disadvantages and correct them. The assistants also can change the exterior requirements into interior drive, and produce more work enthusiasm and positivity through self-conclusions and traverse comparison.

5.5 Assessment and evaluation is the important reference to implement promotion and punishment

The assistant team is the important source and reliable reserve force of the college, even administration cadres of the party and the government, and the important reserve force of the college talent project. With certain assistant work experience and achievements, assistants are normal to be encouraged, entrusted with an important post, and promoted to a higher office. At the same time, the assistants who make big mistakes or neglect their duties, they should also be criticized, educated, punished, and demoted. But these rewards and punishments must be based on scientific assessment and evaluation, and the result of the assessment and evaluation should be used for important references to promote those excellent assistants.

In brief, it is easier said than done to strengthen the cohesion of the assistant team. Only if we have the courage to develop and innovate, and continually summarize experiences and improve works, an assistant team full of vigor, unity spirit, and cohesion, must be established, which will accordingly push the development of the

student work of the college.

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