

# Research on the New Path of Realization of New Grassroots Management Cadres in Colleges and Universities in the New Era

Li Chiping

Hua Li College, Guangdong University of Technology  
Guangzhou, Guangdong, China 511325

**Key words:** New era, Grassroots management, New responsibility, New role

**Abstract:** The important role played by grassroots management cadres in colleges and universities in the process of university construction and development is obvious. Therefore, colleges and universities attach great importance to cultivating and developing grassroots management cadres. However, at the grassroots level, there are situations in which cadres are pushing and pushing, "kicking the ball", "circling around the circle", slow acting, inaction, chaos, and fear of being unable to act, not acting, and not doing it. Based on the actual situation of grassroots management construction in colleges and universities, this paper discusses how to improve the comprehensive quality of grassroots management cadres, explores how to establish management work incentive mechanism and fault tolerance correction mechanism, and further encourages the new cadres to study and think in the new era.

## 1. Introduction

"Thinking of the incident in the autumn of 1813, the Emperor Jiaqing felt awkward: he almost became the last monarch of the Qing Dynasty. And officials at all levels knew that something was going to happen, but they all welcomed the problem like a guest. The Forbidden City. 'There has never been a problem, and it has been out of the Qing Dynasty.' The Emperor Jiaqing expressed his shock and resentment.""<sup>(1)</sup> The website of the Central Commission for Discipline Inspection issued the latest article of Comrade Xi Xi, "The officials of the capital are waiting. The accident has profoundly revealed the fate of the Qing Dynasty's deep historical cycle law. The reason why the Empire State Building has been shaken and collapsed is that officials are "in the midst of mixed life, work is not at all", and "forms and walks", so "Decanitary change is a landmark event in the process of the Qing Dynasty's transition from prosperity to decline, and it is the ominous sign of the repetition of the historical cycle law of the Qing Dynasty. The development and construction of the country requires the division of labor of officials at all levels to complete the work. In the same way, the development and construction of a university also requires the cooperation of all levels of management. However, college management cadres are also unable to do so, many grassroots management cadres have insufficient ideological awareness, weak service awareness, bureaucracy Serious issues, unclear functional responsibilities, weak business abilities, and lurking powers of authority due to the lack of government officials, responsibilities, perfunctory responsibilities, experience, fear of making mistakes, etc., . At the same time, there are also grassroots management cadres doing things to push and pull, "kicking the ball", "circling the circle", slow acting, inaction, chaos, and fear of work. The case of not being able to act as a mistake, not being able to act, and not wanting to act. Based on the actual situation of grassroots management construction in colleges and universities, this paper discusses how to improve the comprehensive quality of grassroots management cadres, explores how to establish management work incentive mechanism and fault tolerance correction mechanism, and further encourages the new cadres to study and think in the new era.

## 2. The new era, new ideas, new actions

General Secretary Xi Jinping pointed out in the report of the 19th National Congress that after long-term efforts, socialism with Chinese characteristics has entered a new era, which is a new

historical orientation for China's development. This important assertion has aroused strong resonance among the grassroots representatives. They all said that this assertion has determined the new historical position of China's development and inspired us to enter the new era with full pride. Then, as the grassroots management cadres of colleges and universities, they have been in the front line for various management tasks. In this new era, how can we use the latest theoretical achievements of the party to Xi Jinping's new era of socialism with Chinese characteristics to guide ourselves to have more new ideas? I think there should be several aspects:

### **2.1 Grasp the pulse of the times and find the right position**

The new era gives the grassroots management cadres a new and greater mission. It is necessary to grasp the new propositions and new requirements of the new era at all times, and it is necessary to comprehensively and profoundly grasp the position of their own responsibilities, and to strive for and to fight for the spirit of time and time. Enterprising, play a due role in the management of the grassroots level. General Secretary Xi Jinping emphasized in the report of the 19th National Congress of the Communist Party of China on the mission and relay struggle of the younger generation, pointing out that "the Chinese dream is historical, realistic and future; it is our generation, but also the younger generation. The Chinese dream will become a reality in the relay struggle of the generations of young people, emphasizing that "the vast majority of young people must strengthen their ideals and convictions, be ambitious, be down-to-earth, and be brave in the tide of the times, and let go of their youthful dreams in the vivid practice of realizing the Chinese dream." In the unremitting struggle of people, write the chapter of life!"<sup>(1)</sup>. This is the infinite expectation and heavy enthusiasm of General Secretary Xi Jinping for the youth group. It is the courage to join the new era, and the Chinese dream of relaying the Chinese dream has pointed out the direction of advancement and injected a strong impetus. The vast majority of grassroots management cadres in colleges and universities are younger generations. While doing their jobs, they can also make due contributions to the realization of the Chinese nation's great rejuvenation.

### **2.2 face the education, based on the university position**

The primary status of grassroots management cadres in colleges and universities is educators. It is a cadre engaged in grassroots management in colleges and universities. It is an unshirkable duty to take the initiative and dare to act in the face of party and state education. At the same time, it is also necessary to base on the reality of colleges and universities, accurately grasp the position of colleges and universities, adhere to the responsibility of defending the soil, and abide by the responsibility of the soil, manage the grassroots level, and maintain the grassroots management door, and loyalty to the party and the country's education. In his speech at the National Education Conference, General Secretary Xi Jinping emphasized that "education is an important cornerstone of national rejuvenation and social progress." This speech is a complete reorientation of the educational function, not only inheriting "education is national rejuvenation, social progress." The basic understanding of the important cornerstone, and the new definition of "education is a modern and beneficial project in the future". By improving political standing, from the height of governing the country, from education to improving the overall quality of the people and promoting The comprehensive development of human beings, the enhancement of the vitality of the Chinese nation, and the realization of the great rejuvenation of the Chinese nation are of decisive significance to examine the reform and development of education. Therefore, the responsibility of college education is very important, and grassroots management cadres are duty-bound.

### **2.3 devote yourself to study and improve management knowledge**

The grassroots management of colleges and universities is complicated and trivial, and it is extremely challenging to test the patience, care, love and responsibility of grassroots cadres. This requires management cadres to continuously learn, fully master the knowledge of grassroots management work, and is well used in daily management work to deal with various complicated work problems in a timely manner. At this time, it is sometimes necessary for the grassroots management cadres to have the patience to listen to the management object, and to carefully

observe the inner needs of the management object, and to care for the management object with the love of a big brother next door, but also have a The glorious and sacred educators should have the responsibility to deal with the grassroots management in an all-round way, so as to promote the grassroots management of the university to be stable and long-lasting.

### **3. Guide the cadres to take the initiative and make a difference**

As the backbone of the steady development of education and teaching, university management cadres are one of the indispensable talents in colleges and universities. Compared with professors who are mainly teaching, management cadres lack certain influence and contribution rate in professional technology. However, for the administrative work of colleges and universities, the role played by management cadres is very important, which plays an important role in promoting the comprehensive development of colleges and universities. Therefore, colleges and universities insist on using Xi Jinping's new era of socialism with Chinese characteristics to strengthen the cadre's confidence, enhance cadres' consciousness, encourage cadres and fighting spirit, and further promote the comprehensive and comprehensive development of colleges and universities.

#### **3.1 Take the initiative from the ideological**

The 19th National Congress of the Communist Party of China put Xi Jinping's new era of socialism with Chinese characteristics into the party constitution, innovated and developed the theoretical system of socialism with Chinese characteristics, and formed a major achievement in the theoretical innovation of the party. From the combination of theory and practice, the system answers the major era issues of persisting and developing socialism with Chinese characteristics in the new era and how to persist in and developing socialism with Chinese characteristics, thus solving a series of advances and developments of socialism with Chinese characteristics in the new era. Major issue. Then, in the grassroots management of colleges and universities in the new era, we should focus on using the latest theoretical results of the party to unify management ideas, guide grassroots cadres to take the initiative, and focus on how to take the initiative in thinking, so that cadres have stronger confidence and fighting spirit, take the initiative to attack, Dare to take responsibility.

#### **3.2 Implementing something from action**

The formation and development of any theory must follow the basic principle of "going from practice to practice." The party's latest theoretical achievements specifically emphasize the historical responsibility and responsibility of the younger generation. This requires the young generation to go deep into the grassroots and devotion. At the grassroots level, dedication to the grassroots level, we must adhere to the practice of knowing the truth from the grassroots work, and actively do something from the work. The grassroots management work of colleges and universities also needs to continuously summarize the work experience in the work practice, so that the grassroots management cadres of the younger generation can gain true knowledge in the action and truly grow up in practice.

At the same time, education has guided the vast number of grassroots management cadres to profoundly understand the new requirements of the new era, new ideas, new contradictions, and new goals. We will continue to reform, innovate, and overcome difficulties in the history of the times. Forge ahead and act as.Grassroots management cadres should give full play to the exemplary role of the model, take the lead in fulfilling their duties, take the lead in taking responsibility, take the lead in taking responsibility, take the first level with the first level, and the first level for the first level to take the responsibility to act as a promotion.

### **4. Scientific management, standardization of employing people**

The secret of official success described in Xi's article "The more things do, the more mistakes, the safer work," which leads everyone to go around, play Tai Chi, kick the ball, and leave the

opportunity to make mistakes to others. This requires the use of rules and regulations, work guidelines to constrain the staff, to determine who is responsible for the scope, who should do things. Therefore, we must not be shirked when we are in trouble, and we must not evade responsibility.

#### **4.1 Establish and improve working guides**

In the grassroots management of colleges and universities, each post has its own work procedures; each employee has its own responsible work. In the management, the company adheres to the tenet of "doing the best use of its talents and fulfilling its responsibilities". The managers of different levels have rationally allocated all kinds of materials and made reasonable arrangements for all kinds of personnel, which is both economical and efficient. But how to carry out scientific and effective management, do managers need high-level talents? I think this is a matter of opinion. As long as the managers are well-behaved, just-in-time and brave in innovation and daring to take responsibility, they will solve all kinds of management problems. Every position must have people suitable for this position, and each staff member will have a suitable position. Therefore, it is necessary to scientifically develop and comply with the work guide or work procedure. A general-capacity staff member can do things if he or she works in full accordance with the rules of work. If the staff with strong abilities do not use the "routines" for their own use, they may not be able to do good things.

#### **4.2 the manager is doing his best**

"Standing a good position, not being offside, not lacking a position, being a good person, having a role, and being willing to take responsibility" will surely manage efficiency and achieve results."Jingcheng defending commander General Gillian received consecutive reports, saying that the Tianliists will soon attack the palace."But this general is very calm.The rumor "I don't want to be in charge of the Forbidden City. I am doing this with ease. The scope of my nine-door admiral is nine gates. It is just a matter of strengthening patrols." This is a typical "things that don't matter." It is also a performance that does not stand well and does not act.Management is a systematic project, and it takes a whole body to move.In practice, the number of cases of increased time, opportunity, labor, and management costs due to poor information has led to numerous and irreparable serious consequences.Therefore, managers need to strengthen information communication and exchanges. At the same time, they also advocate the "first question responsibility system" to enhance service awareness, especially the window department, but also warm service and peace of mind.

### **5. establish a fault-tolerant error correction mechanism**

The complexity of the grassroots management work in colleges and universities has determined that the work cannot be smooth, and there may be errors and even management accidents.Under the premise of doing our best to do a good job in grassroots management, how to deal with the various problems that arise is a test and an improvement.Here, we can also explore the trial-and-error correction mechanism.This fault-tolerant and corrective error means that in the course of work, grassroots management cadres have some non-principled problems in their courage to innovate, boldly reform, and first-in-first-trial. They are subjectively responsible, responsible, and in line with the unit's work process. There is no exchange of personal interests, but objectively due to factors such as force majeure or unpredictability, it leads to problems that are not too big.For such problems or errors, it has been determined by research that the relevant responsibilities can be waived or lightened and mitigated, which is called fault-tolerant error correction mechanism<sup>(1)</sup>.This mechanism explores the purpose of the trial, which is to promote grassroots management cadres to broaden their thinking, reform and innovation, and to inspire pioneering spirit. At the same time, he is also responsible for the responsible person, responsible for the responsible person, encouraging the reform innovators, and insisting on the combination of strict management and love. In this way, the author can be dare to act and be able to act. This jurisdiction of fault-tolerant correction can be explored in several ways:

### **5.1 Work attitude problem**

In dealing with problems, the grassroots management cadres in colleges and universities, if they are not correct in their attitudes, have problems in their positions, have insufficient responsibility for their work, and lead to work mistakes, this is not a category of fault tolerance and correction, and needs to be dealt with seriously. For example, the new words "Jiafeng's play" invented by Jiaqing's emperor in the Xi'an article refer to the irresponsibility of the officials and the unsatisfactory working attitude, which led to the death of the country to become the "last emperor". Therefore, it is necessary to strictly define the various problems that arise in the management of the grassroots level. If the responsibility is caused by the attitude problem, it must be "one-vote veto" and seriously deal with the grassroots management cadres.

### **5.2 work ability problems**

The grassroots management cadres of colleges and universities are directly facing the grassroots workers. They are the implementers of implementing the requirements of the work of the higher authorities. They need to have strong executive power, which is no less than the executive force of the military's "prohibition". Otherwise, grassroots management The work will be biased at the same level, and the final result will be a big problem. If the grassroots management cadres of the university have strong executive ability but general ability, in the process of implementation, although they are handled according to the work rules, due to misunderstanding or poor management, the work errors will be included in the fault-tolerant error correction mechanism.

### **5.3 force majeure and other issues**

In the process of implementation of the grassroots management of colleges and universities, although the managers have carefully deployed and carefully planned, but the helplessness of the public is not beautiful, there are factors such as force majeure or unpredictability, resulting in the work did not achieve the expected results or problems, this should also be incorporated into the fault tolerance Wrong mechanism. Therefore, we must look at the problem in two parts, adhere to the specific analysis of specific issues, and actively promote the work in an efficient and orderly manner.

## **6. Conclusion**

As stated in the article, "Just as the whole officialdom snoring, the national conditions and world conditions have undergone great changes, the Qing Dynasty into an accelerated descent channel, disasters followed.

"The Opium War, the fiasco in Jiawu, and the invasion of China by the Eight-Power Allied Forces caused the Qing Dynasty to quickly fall. Deep in the historical cycle law. All of this lies in the lack of responsibility and perfunctory responsibility of the managers (Qing Dynasty officials), the unraveling of new problems, and the inability to innovate. The grassroots management of colleges and universities is a routine task. It needs to be constantly grasped and step by step, and it is necessary to deepen reform and innovate. Therefore, the grassroots management cadres of colleges and universities need to dare to take responsibility and take responsibility, do their best to perform their duties, and do a good job in grassroots management. At the same time, it is necessary to carry out innovative development and deepening reforms in grassroots management work, break the conventional imprisonment, break down the superstition of experience, and refine new methods and sum up new experiences in daily management work. In this process, the work errors caused by non-subjective factors should have certain fault-tolerant and error-correcting mechanisms to make a good aftertaste, in order to Let the promising dare to do, can do.

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