

Exploration and Construction of the Happiness Index of College Counselors in Border Areas*

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Abstract—In order to effectively research the exploration and construction of happiness index of college counselors in border areas, this paper makes an in-depth exploration on it by an effective analysis so as to improve the happiness index of college counselors in border areas, and thus provide effective guarantee for education and teaching in colleges and universities.

Keywords—colleges in border areas; counselors; happiness index; construction

I. INTRODUCTION

With the development of the new era, the work of college counselors in border areas has ushered in new challenges. In order to improve their work efficiency, it is necessary to make a practical study on their happiness index, so as to formulate a more perfect management model and further ensure the effective implementation of college counselors' work in border areas and improve the level of talent training in colleges and universities. The specific practical analysis is as follows.

II. EXPLORING THE HAPPINESS INDEX OF COLLEGE COUNSELORS IN BORDER AREAS

A. Connotative Analysis of College Counselors' Happiness

The counselors' happiness index refers to whether the counselors are satisfied with the vocation when engaging in ideological and political education work on college students, and whether they feel that they can realize self value and feel happy from the vocation. According to the results of relevant investigations and studies, the questionnaire on the happiness of college educational counselors is more credible, and can more truly express the actual happiness index of college counselors, including eight aspects such as life satisfaction, physical health, autonomy, and life value, future development, family harmony, interpersonal communication and social confidence; the happiness connotation of college counselors is somewhat similar to previous researches on happiness; life satisfaction and physical health can effectively express that the counselors' pursuit for daily life

and body health are their subjective level of happiness, while autonomy, life value, and future development are their pursuit for life value, self-realization value and future development; family harmony and interpersonal relationship are the harmonious relations that they should maintain with others in the society. Therefore, in the process of management on counselors, colleges and universities should pay attention to the needs of counselors, follow the "people-oriented" concept, help them to better improve themselves and obtain corresponding development. In addition, colleges and universities should also set corresponding interaction parts to meet their demand for communication with the society, build a more harmonious living and working atmosphere, and help college counselors to enhance their sense of happiness and better do corresponding work.

B. Analysis on the Status Quo of College Counselors' Happiness

Compared with people of the same income level, the happiness level of college counselors is at the above-average level. In the eight aspects of data, their degree of happiness in life satisfaction and autonomy is relatively low, which depends on the work and life of college counselors. Because college counselors have large work strength and contents, their work objects are not only students but also other education and teaching administration divisions and teachers and relevant leaders of the school and so on; they are responsible for more complicated contents and have not quite clear duties and the public has not that deep understanding on the work of college counselors. Consequently, their working effect may not be fully demonstrated so that their vocation is not highly recognized, they are prone to have negative working attitude. Moreover, their title can hardly be promoted and their vocational development is also not smooth so that their happiness index in this aspect cannot be improved. Compared with other workers of the same academic level, college counselors have low income; the income of young counselor can even not available to satisfy their daily life demand so that the happiness index in this aspect is reduced. College counselors' happiness index in autonomy is low, because they have large work strength; they not only need to finish relevant work within normal working time, but also need to deal with certain student affairs at night in working days and day off.

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C. The Reasons Affecting the Happiness Index of Chinese College Counselors

1) The influence of objective reasons on the happiness index of Chinese college counselors

a) The complexity of the work of college counselors: College counselors have more work content. They not only need to deal with daily work matters, but also need to carry out a series of activities for different professional needs of students, such as: college student employment and entrepreneurship, innovation and entrepreneurship, ability and quality development, group activities in the Communist Party's birthday, college students' safety concept promotion activities and other activities. Most of the work content in school requires the participation of counselors, including some more difficult content requiring the counselor to operate flexibly; the counselors must also have emergency response ability and deal with conflicts between students. In the process of work, college counselors mainly serve the students and coordinate with the work needs of various departments. Therefore, the work content of college counselors is very complicated. They need to communicate with leaders, colleagues and students, and adopt different attitudes and methods in facing different people. Therefore, the work of college counselors has certain complexity, and this complexity will have great impact on the happiness index of college counselors.

b) Serviceability of college counselors: In China, the role of college counselors is mainly to contact school and students, is the link between various jobs, and is responsible for helping students better carrying out daily activities. College counselors have such "bridges", "links", "hubs" work nature that their work contents are very heavy and also have certain service nature. Their work involves in many details, hence they must wholeheartedly treat everything. In their work, they are prone to feel powerlessness. Too much work pressure may also lead to physical and mental exhaustion. If they maintain in such work conditions for a long time, they may be unable to adjust their physical and mental state; as a result, it will lead to their loss of satisfaction with the work, and further lead to the failing to improve their happiness index in life as well as in the working enthusiasm and motivation.

2) The influence of subjective reasons on the happiness index of Chinese college counselors

a) College counselors' ability to handle interpersonal relationships: For college counselors in border areas, their job is to help school educating and managing students, enhancing students' political literacy and correct values, and to provide talents for the society and China. Therefore, whether the management of colleges and universities is in place and whether the relationship is harmonious will directly affect the promotion of the management work in the entire university. Therefore, how to well handle the interpersonal relationship of college counselors becomes the key. Once there is a problem in interpersonal relationships, the counselors may have a grudge against each other. This

case may not only reduce the normal work efficiency and quality, but also destroy the original interpersonal relationship. As a result, the counselors may produce more negative emotions and lose the original patience for the whole counseling work.

b) College counselors' language skills: In terms of language skills, according to the actual situation, college counselors should have good language skills, organizational and coordination skills, can explain problems and transfer and report work in an organized and clear manner, in logical thinking, smooth and orderly expression with good infectivity. From the long-term experience, it is known that, the stronger the college counselors in border areas are in language skills, the better their work effect will be. In response to the work arranged by the higher authorities, the counselors should actively cooperate and give better suggestions and opinions at the same time. In response to students, they need to be patient, attentive and caring and have active working attitude and effective language skills to organize their work. Therefore, consideration of language skills is also a very crucial part in judging whether a counselor's work is in place or not.

c) College counselors' mentality: College counselor is both an ordinary student work and a glory work. Therefore, in the process of work, each functional departments of school cannot completely attribute all the affairs and responsibilities of students to the counselors. It is necessary to clearly distinguish the scope of duties of counselors, clarify the work boundaries of counselors, reduce the workload of counselors, ease their work pressure, and promote their physical and mental health, so as to further improve the their vocational happiness. Counselors' work is complicated and hard; they all need to invest a lot of time, energy and emotions in work no matter in working hours or off hours. As a result, the counselor's workload is too large, resulting in large mood swings, and lack of psychological adjustment ability, work safety and so on, which will lead to their work burnout and losing vocational happiness and will also lead to posing impact and negative impact on their mentality to various extent; whether they can timely digest and converse the impact will directly affect their subsequent work. So, if college counselors can have a positive attitude, establish professional ideals, dialectically look at problems in work, learn to adjust their mentality in a timely manner, and always maintain a positive and optimistic attitude, they will be able to actively resolve the negative emotions brought about by failures and lose in their working post. Martin Seligman, a well-known American psychologist and the advocate of positive psychology, held that optimism is a positive cognitive style that makes a person select a positive interpretation method when facing setbacks and difficulties.

III. COUNTERMEASURES AND SUGGESTIONS FOR IMPROVING THE HAPPINESS INDEX OF COLLEGE COUNSELORS IN BORDER AREAS

A. *Strengthening Learning and Training to Improve Counselors' Comprehensive Quality*

It should be noted that although the counselors are relatively more capable than the students in colleges and universities, they must fundamentally play their roles and strengths in order to better serve the teachers and students of the whole school; in daily work, colleges and universities should also organize training on counselors to help them constantly improving their comprehensive quality. As counselors involve in a large variety of jobs, they must both get students well managed and help students solving problems and deal with all kinds of affairs. Therefore, they need to enhance their abilities and qualities, constantly improve and enrich their professional knowledge, constantly update their political thinking, combine modern educational thoughts with student teaching, and fully integrate learning and work to enhance counselor's sense of happiness and political ideology. At the same time, after relevant training is completed, the college should also actively establish a communication and interactive platform for counselors, so that each counselor can practically share his/her experience in teaching and guiding students, learn from each other's strengths, jointly discuss the problems in the work. This way can constantly improve the entire working efficiency and quality and further achieve optimum effect of guidance for student.

B. *Establishing a Sound Incentive System for the Professional Construction of College Counselors in Border Areas*

Counselors are the vane on the road of students' growth and development. They bears many tasks such as ideological and political education, party group construction, academic guidance, daily affairs management, mental health consultation and education, network ideological and political education, crisis response, career planning and employment guidance, and theoretical and practical researches. The nature and characteristic of the counselors' work determine that they play an important role in student cultivation. Therefore, in order to fundamentally stimulate counselors' working enthusiasm for student affairs and the existing position, it is necessary to set up a special incentive system to better help them motivating their enthusiasm in work, so that they can work more proactively. School should practically consider the workload of counselors nowadays, provide them with different training and psychological guidance based on their nature of work to ease the negative emotions caused by excessive psychological stress, provide them with opportunities to participate in Counselor's Professional Competency Competition or Counselor's Annual Figure Appraisal, in order to lay a solid foundation for their subsequent title promotion or other work. It is also possible to add certain rules for counselors' mutual evaluation, effectively implement the effect of mutual counseling and learning among counselors; in working

mechanism, it is also needed to implement a diversion system to avoid rapid turnover of such personnel. For counselors having engaged in the job for long term and having relatively strong working abilities, the school should provide them with more work paths and help them laying good foundation for future title promotion in order to better stimulate their current working enthusiasm.

C. *Improving and Perfecting the System Design of Specialized Construction of College Counselor Team in Border Areas*

A clear and specific counselor management system and clear responsibilities is the key to ensuring the steady improvement of the happiness index of counselors in private higher vocational institutions in border areas. Therefore, relevant staffs should strengthen the professional construction of college counselor team in border areas, to put into practice relevant duties early and do the collaborative work between students and counselors in a dual-leader and dual-management manner. This requires higher vocational institutions to timely improve and perfect the professionalization of counselor team. At the same time, counselor's responsibility for management should be implemented in each department and should be balanced. Meanwhile in order to minimize the workload of counselors in dealing with complicated matters, it is quite necessary to establish a sound and efficient counselor assistant mechanism. Excellent counselor assistants can help counselors to do some works. This way can on the one hand reduce counselor's working pressure, on the other hand effectively improve their happiness index, and hence is conducive to improving counselors' working efficiency. With regard to selecting counselor assistants, capable students can recommend themselves to take the job in the payable manner. This well-established team of counselors is more professional and can cope with a variety of complex things, thus can help border college counselors to easily deal with cumbersome matters, while having enough time remained to provide students ideological education and further improve their happiness index.

D. *Guiding and Cultivating the Positive and Healthy Emotions of College Counselors in Border Areas*

At the same time, the work emotions of college counselors in border areas also greatly affect their happiness index. Therefore, it is necessary to pay attention to provide guidance for counselors to maintain positive and healthy emotions, and help them better adapting to the social environment from the psychological level, thus enhancing their ability to cope with difficult problems. Meanwhile, the happiness index of counselors is also closely relevant to the mental health status of students, the development of school work, and the personal career planning of counselors. Therefore, school should pay attention to exploring the inner enthusiasm of such counselors, encourage and support them to promote improving their working interests and satisfaction. In addition, innovative thinking also helps counselors to interact more deeply with students, so that they can have more full control of all aspects of students, and thus promote

improving the work efficiency in their student management. This is also greatly helpful to improving their vocational happiness. In addition, the school can help the counselors to understand the source of happiness from the positive psychological level by organizing positive psychology health lectures and active psychological communication activities and other activities; school can provide such a platform on which counselors can actively communicate with each other, share their experiences in student administration, draw from each other's strengths, jointly explore more active and effective measures for student administration and improve their happiness index based on this. Only after border college counselors' happiness index is improved effectively can it be available to achieve a steadier and booming development for colleges and universities in border areas.

E. Colleges and Universities Should Establish a Management Mechanism and Career Development Path Suitable for Counselors' Work

After realizing the above conditions, colleges and universities in border areas should also establish appropriate counselor work management mechanism and determine the career development path for them. This requires the school to timely make quantitative assessment on counselors. At the same time, in order to further improve counselors' satisfaction with the student management work, and further improve their happiness index, the school should establish a suitable grading system, so that the counselor can clarify the work objectives, improve the working environment, and make the student management processed and integrated. This kind of good working environment and positive working atmosphere can help promoting counselors' working initiative and enthusiasm and further realizing their self-value. In addition, the school should combine counselor's work with their hobbies, personal strengths, career planning and expectations, so that counselors can make clear the future development path; otherwise, some counselors may feel that they have an uncertain future as they are repeating a lot of work every day. According to relevant surveys, the self-development requirements of border college counselors are featured by the inverse proportional to their age and working hours, and such requirements of male counselors are higher than that of female counselors. Moreover, self-development is the most important factor determining whether such counselors can cultivate professional happiness. This suggests that schools should adopt certain targeted measures to make clear plans for the future development of college counselors in border areas for reference, and further improve their happiness index.

F. Building a Social System That Supports Counselors

The social support that integrates emotion, information, material and spirit can effectively promote the emotional changes of college counselors in border areas. Hence, school should focus on building a social system that supports counselors, so that the society can highly recognize this profession, and further effectively improving counselor's happiness index. If college counselors in the frontiers cannot be recognized by the society, the disadvantages of their negative emotions will become increasingly prominent,

leading to the lack of professional happiness. Therefore, colleges and universities should pay attention to the harmonious development of their family relations and social relations, provide reasonable guidance for their future planning, and help them adapt to the society and actively face various pressures from society. When counselor's ability to withstand stress has been enhanced, it will help him to identify himself and understand their value in a complex social system, while helping them forming a sense of belonging and security. All of the above factors are necessary for improving the happiness index of college counselors in border areas. Therefore, border colleges and universities should focus on building a society, education authorities and higher education institutions integrated social support system so that counselors' happiness index will no longer be bothered by mental health problems. This way can fundamentally solve the mental health problems of college counselors.

G. Self-improvement of the Happiness of College Counselors in Border Areas

1) *Having the courage to bring forth new ideas and create a happy life:* In order to achieve an effective improvement in the happiness index of college counselors in border areas, it is far from enough to rely solely on the power of schools and society. Counselors' self-awareness and self-improvement are also important factors influencing their vocational happiness. First of all, counselors should have the courage to bring forth new ideas, and rely on individual practice and creative activities to actively create a happy life for themselves. This kind of creation is inseparable from struggle. In addition, border college counselors can also participate in ideological and political education activities to understand the true meaning of life, to stimulate their own potential, thereby enhancing their level of thought, mobilizing their initiative to experience the happiness from work and life.

2) *Firmly believing in the vocational ideals:* At the same time, counselors should also identify their vocational ideals. As a guide and good teacher and friend of college students in their way of growth and success, the professionalism of counselors is irreplaceable in college students' social adaptation and ability development. This requires the counselors to deeply study the Marxist theory and the relevant knowledge of pedagogy, psychology and organization, and make them become an important part in maintaining campus security and stabilizing campus order. At the same time, counselors' clear understanding of his/her working objectives also contributes to acquiring the recognition from the society. As the so-called "love whatever job one takes up", such counselors should recognize the lofty and arduous nature of their vocation, establish a firm vocational belief and professional ideal for themselves, constantly inspire their initiative and sense of responsibility, and wholeheartedly put themselves into work, in order to realize the perfect unity of the value of helping people and

realizing self-value. This is an important part in promoting the improvement of counselors' vocational happiness.

3) *Being dedicated to professional development*: Finally, such counselors should also be dedicated to professional development, constantly improving their professional level, and shaping themselves into professional, professional, and expertized professional quality educators, and further making student management in a more targeted and effective way. The professionalism of counselors in working helps to stimulate their enthusiasm for working hard, continuously making innovation, and self-improvement, and further catalyze the improvement of their vocational happiness. Therefore, college counselors in border areas should recognize the important role of creation in improving their happiness. They should not regard their work as a simple and repetitive mechanical work, but fully realize the great value that their work will bring to students and even school so as to effectively avoid the generation of job burnout mental state. This requires the counselors to continuously improve their ideological and political education level, strive to learn relevant theoretical knowledge, participate in special trainings and lectures, constantly broaden their horizons, actively take part in on-campus exchange activities, and actively promote their educational concepts to transform them from experienced counselors to expertized counselors and improve their research ability and get theory and practice closely integrated. In the daily management on students, the counselors should focus on professional development, so that they can serve students in a more professional and authoritative manner and further help them facing the complexity and uncertainty in the practice of ideological and political education, and finally realize vocational innovation and effectively improve their happiness index.

IV. CONCLUSION

To sum up, through the above effective analysis, this paper makes clear the countermeasures for the construction of the happiness index of college counselors in border areas. It is expected that it can provide effective guarantee for relevant work. At the same time, as an educator, in the effective analysis process, it is more necessary to actively formulate targeted countermeasures in light of the actual situation. Only in this way can it be possible to improve college counselors' working ability and further provide effective guarantee for the development of talent training in colleges and universities.

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