

Exploring the Way of Playing the Role of Organizational Education Relying on the Construction of Excellent Class Collective

Taking the University of Electronic Science and Technology of China as an Example

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ABSTRACT

Taking the University of Electronic Science and Technology of China as an Example, this article explores the way of organizational education improvement by creating excellent class collective. It can be seen that, to improve organizational education, it is necessary to enhance the vitality of class collective construction and raising the temperature of organizational education, create new methods for class collective construction and enhancing the intensity of organizational education, expand the coverage of class collective construction and enhancing the breadth of organizational education, and improve the radiation of class collective construction and enhancing the depth of organizational education. This study truly verifies that constructing an excellent class collective can effectively play the role of organizational education.

Keywords: class collective, organizational education, colleges and universities, education

I. INTRODUCTION

Class is the basic organizational form of college students and the main organizational carrier of college students' self-education, self-management and self-service [2]. Relying on class collective, an important educational place, colleges and universities practically implement the integrated education system, disseminate the education goals at the national level and the education concept of school. Relying on the construction of excellent collective, starting from the four dimensions involving enhancing vitality, innovating methods, expanding coverage, and improving radiation, and taking the creation of excellent classes as the support and entry point for firmly playing the role of the organization's education, the University of Electronic Science and Technology of China explores the ways to practically play the role of organizational education, and implements ideological and political education in all work and activities to promote the all-round development of teachers and students, and strive to cultivate socialist builders and successors for China with overall development in morality, intelligence, physique, aesthetics, and work.

II. CLASS COLLECTIVE IS AN IMPORTANT CARRIER TO PLAY THE ROLE OF ORGANIZATION EDUCATION

Class collective is the basic unit for teacher to teach knowledge, students to learn, students to live a collective life, and college to control students. It has the basic functions involving transfer of knowledge, collision of ideas, and spread of ideas. At the beginning of the 17th century, Czech educator Comenius first proposed the concept of "class collective teaching system" in "The Great Teaching Theory", which laid a theoretical foundation for the emergence and development of class collective. Comenius believed that class was set up to carry out large-scale teaching activities, help students systematically acquire scientific knowledge, and practically improve teaching efficiency [3]. Due to the large population base in China and the large-scale enrollment expansion of colleges and universities, the number of students in China is numerous. Class collective system has practically played a teaching role. It brings together students with similar knowledge levels, cognitive abilities and acceptance habits to carry out teaching. It not only makes full use of teaching resources, but also plays the

role of driving and promoting among members of the class collective. In addition, class collective is also the basic unit of teacher management and student activities, and management function is an important function of class collective. The class collective brings together students of similar ages, similar majors, and similar characteristics to make uniform management and help students better utilize and enjoy university life. At the same time, the class collective is provided with dedicated management personnel, counselor and head teacher who take ideological education and value leadership as the base, and take measures such as formulating class rules, cultivating class style, establishing class committee and so on to enhance class collective management to provide assistance and guidance for students' learning, activities and living. In general, the class collective system has adapted to many characteristics and needs of students in China, and has provided convenience for colleges to organize and carry out teaching and management.

Class collective is an important carrier of the integrated education system in colleges and universities, especially for the implementation of organizational education work, and plays a crucial role in college teaching and management in the new period. But at the same time, taking the construction of class collectives in college as the effective means, improving the function of organizational education also faces new problems and challenges due to changes in the objects and environment in the new period. First of all, contemporary young students have grown up in the era of in-depth development of reform and opening up. The open environment has given young students broad horizons and diverse choices. At the same time, it has also created the independent and distinctive characteristics of young students. College class collective is an organization that carries out collective teaching and management. The distinctive personality of students poses new challenges to the uniform requirements and management of class collective and also proposes new requirements for exploring new methods for organizational education and giving play to the role of class collective to strengthen classification education and guidance on students. Secondly, network is the most distinctive tag of contemporary young students, and is inseparable from their daily study and life. As a class collective orienting to and serving students, the network factor must be considered. Virtual class collective is a useful exploration of the "Internet +" model and an important measure for promoting the combination of class collective and information network. At present, as for how to standardize the construction of virtual class collectives, give full play to the unique role of virtual class collectives in educating people, and how to cooperate with online and offline class collective management, new challenges are proposed for the construction of college class

collectives, especially playing the role of organizational education in the network environment. Finally, in the long-term construction and development process of class collective, various schools and classes have formed their specific unique experience and methods in construction of class collective, having some reference significance. However, there haven't been a model for construction and management of college class collectives that reflects the characteristics of socialism, conforms to the characteristics of students in the new era, and adapts to the work practice of class collective. To this end, exploring and relying on the important carrier of college class collectives in the new era and giving full play to the model of organizational education are new tasks and challenges for the transformation and upgrading of class collectives in the face of the requirements of development and change in the new era.

In the new era, the construction of the integrated education system, especially playing the role of organizational education, must focus on the construction of class collective, and playing the role of education in the construction of class collective, to lay a firm foundation for realizing the fundamental goal of "educating talents by setting moral standards" in colleges and universities.

A. Accurately grasping the characteristics of class collective members is the primary work of effective organizational education

The work unit of class collective construction is class collective, and the work object is students. Therefore, to strengthen the class collective construction and give play to the function of organizational education, it is necessary to first study the growth laws and personality characteristics of the "post-00" college students at this stage, accurately grasp the students' cognition and views of class collective, further carry out various tasks that students like to hear and see, and meet the real needs of students in combination with the characteristics of students,.

B. Accurately grasping the connotation and orientation of the construction of class collective is a necessary condition for strengthening the implementation of organizational education

With the deepening of the undergraduate teaching reform in universities, the connotation and orientation of class collective has also changed. Ideological and political workers in universities should study and judge the connotation and orientation of class collectives in the new era from all angles and perspectives and study class collectives from multiple points of views including sociology, organizational behavior, and pedagogy, so as to accurately grasp the content and requirements of class collective construction and take

powerful organizational education measures to ensure the connotation and orientation developing in line with the established route.

C. Accurately grasping the "educating talents by setting moral standards" task of class collective construction is the fundamental requirement of organizational education

Class collectives are an important fertile ground for the growth of students. Strengthening class collective construction is an important part of achieving the "educating talents by setting moral standards" task of a university. Taking root in China to run a world-class university with Chinese characteristics is inseparable from talents [4], and talent cultivation cannot be separated from universities. The cultivation of talents in universities is inseparable from the construction of a good class collective. It is necessary to accurately grasp the basic task of "educating talents by setting moral standards", serve the task by organizational education, attach full importance to ideological, cultural, institutional, and platform construction in class collective construction, and give full play to the education function of class collective construction.

III. CONSTRUCTION STATUS OF EXCELLENT CLASS COLLECTIVE IN THE UNIVERSITY OF ELECTRONIC SCIENCE AND TECHNOLOGY OF CHINA

Since 1991, the University of Electronic Science and Technology of China has implemented the creation of excellent class collectives throughout the school. In recent years, the school has thoroughly implemented the spirit of the National Conference on Ideological and Political Work of Colleges and Universities. Meanwhile, according to the spirits of the "CPC Central Committee and State Council's Opinion on Strengthening and Improving the Ideological and Political Work in Colleges and Universities Under the New Situation" and "Outline for the Implementation of the Project to Improve the Quality of Ideological and Political Work in Colleges and Universities" and the like documents, the school formulated the "Measures for the University of Electronic Science and Technology of China to Evaluate and Select Excellent Undergraduate Class Collectives (trial)" in order to further enhance the effect of organizational education, strengthen the cohesion, guidance and service role of class collective played in the growth of students and ensure practically playing the role of creating excellent undergraduate class collectives in the school. In the creation of excellent class collectives, all class collectives are required to focus their efforts on ideological construction, study style construction, party building, dormitory construction, extracurricular science and technology, cultural and sports and public welfare activities,

network culture construction, class collective organization construction, etc., so as to promote all-round development of class collectives.

In 2019, the school conducted a questionnaire survey on creation of excellent class collectives for all undergraduates in the school. The questionnaire is divided into two sets. A questionnaire with 24 questions was distributed to freshmen to know about their expectations for class collective construction, so as to master the key point of organizational education; and a questionnaire with 30 questions was distributed to sophomores, juniors, and seniors, to know about their satisfaction with the construction of class collective and obtain their suggestions for boosting the construction so as to further explore innovative way of organizational education, enhance the vitality and improve the radiation ability. A total of 3162 freshmen in the school participated in the survey, covering all colleges. Sophomores, juniors, and seniors with a total of 3253 students participated in the survey, and their respective proportions were 43%, 34.7%, and 22.3%, covering all colleges.

By analyzing the questionnaire results, we concluded that the current effect of the school in exploring organizational education by construction of excellent class collectives is mainly reflected in the following aspects: in the vitality of class collective construction, more than 90% freshmen hope that class committee members in the class collective have strong working ability, can play a model and leading role, care for and help classmates and be good at listening others' opinions and views, have good characters, can lead the class collective to form a good style, mobilize the collective vitality and create a good atmosphere; in the method for class collective construction, more than 80% freshmen are generally very interested in learning, sports, science and technology, innovation, practice and the like activities that can improve their comprehensive capabilities and less interested in activities attaching importance to ideological education; in the coverage of class collective construction, 71% freshmen know about the excellent class collective creation activity from college counselor's publicity, class committee's notices or related platforms of the school. Among junior, sophomore and senior students, 94.1% of them know about this activity, 85.6% of them once participated in the activity, 59.9% of them think that the activity is very good, promotes the formation of excellent class style and study style, and promotes the mutual improvement of members of the class; in playing the radiation effect of class collective, 93% of them are satisfied with the class collective construction, and especially 94.1% of them are satisfied with the ideological construction of class collective.

IV. EXPLORING THE WAY OF ORGANIZATIONAL EDUCATION IMPROVEMENT BY CREATING EXCELLENT CLASS COLLECTIVE

A. Enhancing the vitality of class collective construction and raising the temperature of organizational education

With vitality, a class collective can greatly arouse the enthusiasm of its members. With temperature and correct views of life, world and value, a class collective can promote itself to develop toward positive direction. The comprehensive indexes for judging a good class collective can be multi-dimensional, but the core judgment indexes should be the role this class played in attracting, training, and helping class collective members. Its own good style of study, class style, and even the implementation of the school's good spirit is related to the fundamental results of "educating talents by setting moral standards" in universities. Therefore, the goal of the construction of class collective must be oriented to cultivating socialist builders and successors with comprehensive development in morality, wisdom, physical beauty and labor, increase the construction vitality, enhance the temperature of organizational education and make efforts in affirming the ideal and belief, cultivate the spirit of patriotism, strengthen moral integrity, widen their knowledge and experience, cultivate their spirit of struggling and enhance their comprehensive qualities [5], as well as help the class collective students establish a correct views of world, life and value, mobilize and enhance the positive vitality of the class collective.

A vibrant class collective culture has positive guiding effect, which can enhance the sense of belonging of the members and let the members feel the temperature of the organization. The culture of a class collective can be reflected not only as tangible signs such as the ideas, discipline, emblems, clothes, etc. of the class collective, but also as the spiritual style and interrelation of its members, namely the so-called class style. It is needed to fully integrate professional characteristics, establish an identification system with characteristics of a class collective by designing class emblems, class songs, class flags, class rules, etc. It is also available to promote the establishment of class collective featured culture by strengthening and cultivating learning culture, living culture, bedroom culture, cultural and sports culture, etc., give full play to the guiding role of the class collective culture and the warm collective atmosphere created by the class collective culture, so that the vibrant culture becomes an important factor for enhancing students' professional sense of belonging and learning motivation.

B. Creating new methods for class collective construction and enhancing the intensity of organizational education

In class collective construction, ideological construction should go first. One of the functions of organizational education is to explore an effective way of organizational education and provide an innovative method for the construction of class collective. It is feasible to combine the Ministry of Education and the school leveled theme education, freshman education and other programs, and invite leaders at the school and college levels, experts and scholars to give lectures for class collective members. College excellent counselors can participate in the school lecturer team, the backbones of outstanding student party group can form a backbone student preach group, to conduct in-depth theoretical propagation in each class collective. With the help of training courses for party activists, training courses for party member development objects, and youth college students, it is available to actively guide students of the class collective to learn independently, affirm the great ideals of realizing communism and the common ideal of socialism with Chinese characteristics, and learn to use socialist core values to lead the trend of thought and gather consensus, correctly understand the development trend of the world and China, correctly understand Chinese characteristics and international comparison, correctly understand the responsibilities and historical missions in the times, correctly understand the ambitious ambitions and be down-to-earth [6], establish correct "outlooks of world, life and value", affirming their ideals and beliefs, and encourage them to strive to grow up into newcomers of the era who can play a major role in national rejuvenation.

In the process of class collective construction, it is necessary to keep up with the pace of the times and innovate the construction methods. One of the methods is to rely on a feasible system to practically implement organizational education. In the process of creating a class collective, it is necessary to formulate as early as possible the system about daily life and learning of the class collective that meets the needs of the class collective, including scientific and reasonable professional learning, dormitory life, class collective rules, party member construction, cultural activities and so on and rely on strict class discipline and rules to ensure that the system is effectively implemented. Head teacher, counselor, and tutor must do a good job in guidance, supervision and various management works to improve students' consciousness of observing discipline and laws, so as to ensure that the class collective forms a good learning and living order, and maintains the normal and orderly continuity of the class collective.

A multi-level team of teachers and friends can be established with a sound organization and strong

guidance to ensure the running direction of the class collective. According to the requirements of documents issued by the Ministry of Education, school should equip each grade with a corresponding counselor in a strict proportion of 1:200 to ensure the smooth growth of classmates and class collectives, equip each undergraduate class collective with a head teacher and make clear his/her job duties and management and evaluation contents to guide the growth of students and development of the class collective, and equip each freshmen class collective with one tutor to accompany and guide the construction of each freshmen class collective. It is needed to rely on instructors, head teachers and tutors to guide the class collective to establish various rules and regulations such as class cadre election, course attendance, sanitation supervision and inspection, awards and honor selection, party and group organization construction, etc., to improve the scientific and standardized level of class collective management.

C. Expanding the coverage of class collective construction and enhancing the breadth of organizational education

Class collective members' life and learning need to be carried out in different platforms, including dormitory, activity room, science and technology innovation center, student development guidance center and other physical space platforms, as well as basketball games, football games, debate games, bedroom style competitions and other activities, including development and exchange platforms such as scientific research competitions and network base. These platforms all serve the first and second classrooms of students. In the process of class collective construction, education and guidance must be extended to the above platforms to expand the breadth of organizational education. Class collectives must get class collective members well organized, make good use of these platforms, and create activities suitable for individual development of the members such as scientific and technological activities, cultural and sports competitions, social practice exercises, volunteer services and so on. With the help of these platforms, it is possible to narrow the distance among the class collective members, reach a consensus on class collective creation and carry out relevant education. The comprehensive development of each member of the class collective contributes to the excellence of the class collective, and the excellent class collective creates a good atmosphere to feed the class collective members.

There are two other levels of organizational education in breadth: one ranges from outstanding members to academically difficult members of the class. The other ranges from freshmen to seniors of the class. After entering the university, each student will embody

a certain difference because of their different study habits and personal acceptance of knowledge. From freshmen to seniors, the construction of each class collective embodies different class collective style and focus at different time frame. For the classified guidance of students, outstanding students can be guided to participate in scientific research projects, write academic papers, apply for invention patents, participate in scientific and technological competitions, etc.; students with academic difficulties can be guided to carry out academic assistance programs to prompt them to adapt to university life and integrate into the class collective as soon as possible. For the freshmen class collectives, it is available to carry out a variety of freshmen education and group activities to guide students to adapt to university life as soon as possible and set ambitious goals; for the sophomore class collectives, it is available to focus on strengthening the study style construction, carrying forward the spirit of teamwork and cooperation, and promote mutual assistance, mutual learning and mutual progress; for junior class collectives, it is available to strengthen providing career planning education and employment guidance, and enhance education and guidance for students' outlooks of life, world and value by holding collective activities such as themed group days and social practice; for senior and graduate class collectives, it is available to fully grasp the sentimental needs of graduates before leaving school, and pay attention to graduation themed education in the unit of class collective to further condense and sublimate students' feelings towards the class collective.

D. Improving the radiation of class collective construction and enhancing the depth of organizational education

Improving the radiation of the class collective construction is inseparable from capable, attractive and courageous class cadres. Class collective cadres are the backbone of the class collectives, core members for creating excellent class bodies, and effective assistants of counselor and head teacher. The quality and ability of the class collective cadres directly affect the smooth development of the class collective's daily life and study, the direction of class construction, and the play of the class education function. Therefore, in the process of class collective creation, it is necessary to select a group of students who are highly politically literate, recognized by their classmates, and be reliable in their work, and cultivate them into class collective cadres with outstanding work ability, strong sense of responsibility, awareness of dedication, and undertaking class collective construction. They can lead class classmates to establish the correct "outlooks of life, world and value", maintain a positive and active learning attitude and life attitude, and lead all classmates to jointly build a good class collective.

Good experiences and good ways of excellent class collective construction can be passed down in the form of role models, forming a radiation effect and having a far-reaching impact, further making organizational education deeper. Every year, the University of Electronic Science and Technology of China conducts excellent class collective creation activity among the undergraduate classes in the whole school, selects 10 best undergraduate classes and awards them the highest honor of the entire school "Excellent Class Collective of UESTC", and vigorously promotes them. In addition to offline experience sharing, online network platform displays, the school also publishes a series of books "Following Outstanding Footprints: Outstanding Class Collectives and Outstanding Students in UESTC", creates "UESTC Style" in the library, demonstration area of "Outstanding Class Collectives in UESTC" to eternally record the growth footprint of class collective. These activities get the role of excellent class collective changed from horizontal radiation to more three-dimensional, and extended to the vertical radiation. With the selection of each session, the role of such class education is deeply preserved and inherited, encouraging more class collective students to work for class collective honor, letting each class work hard for it, and maximizing and deepening the demonstration and leading role of organizational education.

V. CONCLUSION

In general, constructing an excellent class collective is a good way to combine organizational construction and educational leadership. Through the construction, it is available to strengthen the function of organizational education, enhance the vitality of students' education, implement and put into practice the integrated education system as advocated at national level. In particular, the example of the University of Electronic Science and Technology of China listed in the article explores the implementation of four-dimensional efforts to build strong class collective, and truly verifies that constructing an excellent class collective can effectively play the role of organizational education.

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