

Cultivating and Exploring the Leadership of College Student Organization Team Based on Educational Management Model

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Abstract: If young people thrive, the country will prosper, and if young people are strong, the country will be strong. However, the cultivation of leadership in the organizational team of college students in China has not yet received sufficient attention, and theoretical and practical research results are relatively scarce. Based on this, this article adopts a combination of theoretical research and survey research methods, using questionnaire survey and interview methods to investigate the current situation of university student organizational team leadership. From the perspective of the cultivation situation in universities, there is a lack of corresponding training, and the selection of organizational teams is mainly based on party member voting and teacher appointment, and there is a lack of timely assessment system. In response to the existing problems mentioned above, this article analyzes the reasons and proposes targeted countermeasures from aspects such as increasing the importance of university student organizational teams, strengthening leadership knowledge education, and expanding leadership practice.

Keywords: Education management; College students; Leadership; Organizational team

1. Introduction

Young students are the builders and successors of the development of socialism with Chinese characteristics, and have a direct impact on socialist construction, which is related to the future and development of socialism with Chinese characteristics^[1]. It can be seen that the talent construction in universities, especially the leadership construction of organizational teams, has provided solid support for the great rejuvenation of the Chinese nation. Universities and colleges are the main places for talent cultivation and the main source of ability learning. The college student group is a new force in social construction and a potential force in promoting social development. The organizational team of college students is an excellent group that has undergone long-term inspection and training. The ability of college students to organize their teams has a more direct and important impact on social construction, among which leadership is more prominent. With the progress and development of the social economy, people are increasingly realizing that excellent leaders have a huge impact on the improvement of productivity. From an international perspective, the increasing improvement of leadership theory, the recognition of the value of leadership training, and the strong demand for leadership talents in various industries in modern countries and societies have made the issue of leadership training a global concern. Numerous Western scholars and experts have first paid attention to the cultivation of leadership among college students, making it an important link in contemporary higher education research. With the continuous internationalization of research, more and more scholars in China are starting to conduct in-depth research and argumentation on the leadership of leaders, and the cultivation of leadership among college students has gradually become a focus of research^[2].

2. Investigation on the Current Situation of Cultivating Leadership in College Student Organizational Teams

This study conducted a questionnaire survey on full-time undergraduate party members from eight colleges in Henan Province, including the School of Marxism, School of Law, School of Management, School of Mathematics and Statistics, School of Education, School of Physics, School of Chemistry and Chemical Engineering, School of Computer Science, School of Economics, and School

of Literature. The survey mainly focused on the understanding of leadership and the practical situation of leadership among university student organizations. To examine the current situation of leadership cultivation in college student organizational teams from three aspects: the school's cultivation of leadership in organizational teams. A total of 300 questionnaires were distributed in this survey, with 282 responses and a feedback rate of 94%; Among them, there are 254 valid questionnaires, with an effective rate of 90.07%. Among them, there are 103 male students, accounting for 40.55% of the total number; There are 151 female students, accounting for 59.45% of the total population. From the perspective of the respondents' grades, there are 52 freshmen, accounting for 20.47%, 75 sophomores, accounting for 29.52%, 88 juniors, accounting for 34.64%, and 39 seniors, accounting for 15.35%; From the development status of the surveyed party members, there are 156 probationary party members, accounting for 61.42%, and 98 formal party members, accounting for 37.78%. Based on the effective questionnaire feedback, the author conducted statistics and analysis on the survey data^[3].

2.1 Cognitive status quo

The cognitive situation of the college student organization team towards the theoretical knowledge of leadership reflects the students' initiative in leadership learning and the achievements of the school's leadership education. Therefore, the author designed two questions for investigation. The first question is "How many books related to leadership theory have you read besides studying professional courses?" 3.15% responded with "6 or more books", 11.02% responded with "4-6 books", 33.61% responded with "1-3 books", 49.21% responded with "never read". The second question is "Your mastery of the basic theories of leadership", 0% responded with "systematic mastery", and 22.05% responded with "relatively understanding", 55.91% of the respondents answered "a little or two", while 22.05% responded "not at all"^[4].

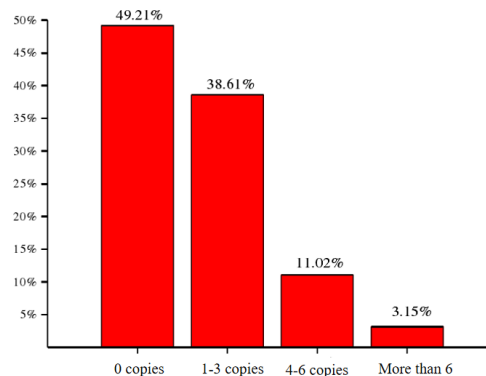


Figure 1 The Study of Leadership Books by College Students

2.2 Willingness situation

The willingness of college student organizations to serve as party members and student cadres reflects their pursuit of leadership. For this aspect, the author designed two questions. Question 1: "Your opinion on serving as a college student organization team", 66.93% of people answered "very interested", 14.96% answered "more interested", 9.84% answered "average interest", and 8.27% chose "not interested". Question 2: "What level of student cadre do you most want to serve as?" 22.83% of people want to serve as "school level cadres," 38.58% of students choose "college level cadres," 20.87% choose "department level cadres," and 17.72% choose "class cadres. Through these sets of data, it is reflected that the majority of college student organizations are more willing to serve as party members and student cadres during their school years, and hope to serve as middle to high-level student cadres. However, at the same time, there are still a small number of college student party members who are unwilling to take on the responsibilities of cadres and hold a negative attitude towards serving as party members, student cadres, and leaders, as shown in Figure 3.

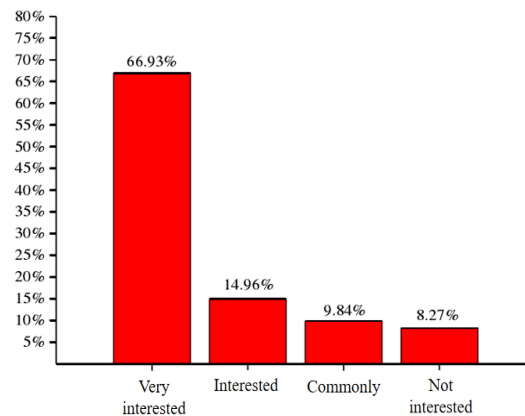


Figure 2 The willingness of students to cultivate organizational and leadership skills

Strategies and Suggestions for Improving the Leadership Training of College Students' Organizational Teams

2.3 Enhancing the importance of leadership among college student organizations

Firstly, the college student organizational team must be based on their own theoretical knowledge and party spirit cultivation, increase their emphasis on leadership cultivation, and deepen their sense of social responsibility, as well as their sense of responsibility and long-term goals and ideals with the purpose of serving the people. The college student organization team must have a correct understanding of the significance of leadership training, not only with the goal of improving employment opportunities, but also recognize that it is a necessary quality that party members should possess and a necessary requirement for cultivating qualified successors for the party. Secondly, the organizational team of college students should have a correct understanding of the plasticity of leadership, change the original concept that leadership is innate, but can be acquired and improved through effective cultivation,

thereby stimulating leadership awareness, fully exerting subjective initiative, increasing enthusiasm for cultivation, and enhancing expectations and motivation for leadership. And be able to utilize all available resources to strive for improvement in one's own leadership.

2.4 Improving the Leadership Practice Ability of College Students' Organizational Team

All theoretical learning is aimed at better serving and guiding practice. Therefore, in the cultivation of leadership in university student organizations, attention should be paid to breaking the closed nature of school training, establishing cooperation with social communities, and providing more practical opportunities for university student organizations, especially in party and mass work. The complexity and difficulty of social work are far greater than the activities organized within the school. The diversity of people in contact, the complexity of work content, and the handling of unexpected affairs can all more effectively exercise the leadership ability of university student organizational teams. The leadership contingency theory clearly proposes that leaders need to pay attention to a certain leadership situation and be able to adopt different leadership methods and strategies based on different leadership situations. Only when the leadership style, leadership style, and leadership situation are mutually compatible can more satisfactory leadership results be achieved. The complexity of leadership work is mainly reflected in the uncertainty of leadership situations, and the differences in leadership personnel, timing, and location require corresponding changes in leadership behavior, which is a complex interactive process. Therefore, if universities only focus on imparting theory and skills to the organizational team of college students without providing corresponding practical opportunities, they cannot achieve satisfactory training results. Under the guidance of theoretical learning and teachers, the organizational team of college students should participate more in practical activities, especially social practical activities, to enhance their ability to adjust leadership behavior in a timely manner when facing different leadership situations, and to promote their leadership ability to truly improve in practical activities and work.

3. Comparison

The increasing improvement of leadership theory, the recognition of the value of cultivating leadership talents, and the strong demand for leadership talents in various industries in modern society, especially party and government agencies and universities, all reflect the importance and necessity of cultivating and enhancing leadership talents. This study starts with identifying problems and resolving conflicts. Through a research method that combines investigation and discussion, this paper investigates and analyzes the current situation, existing problems, and reasons for cultivating team leadership in university student organizations. Based on the actual situation, targeted solutions have been proposed to provide reference for the cultivation of team leadership in university student organizations. However, there are still many shortcomings.

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