Research on the Construction of College Student Cadres Team
From the Perspective of the Hierarchy of Needs Theory*

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In this paper, I carried on the research under the guidance of the theory of hierarchy of needs, and preventing a
detailed work plan. During the research, we cleared for measures, which were “adhere to the people-oriented,
mining the potential of students, make up the insufficient to properly resolve the crisis, to create a learning
atmosphere”. So it provides a new idea for promoting the construction and development of college student cadres,
and maintains the stability of the campus and the construction of harmonious campus.

Keywords: Maslow’s hierarchy of needs theory, universities, student cadres, team building

Introduction

In the process of college student cadre troop construction based on the theory of hierarchy of needs, we
should pay attention to meeting the needs of college student cadre team. According to the different environment
and the actual situation, we should use the incentive mechanism to improve the efficiency of student
management and enhance the interaction between teachers and students.

The Main Research Ideas and Methods

Main Research Ideas

This paper combines the actual work of college student cadre team construction and actively improves the
scientific work program of “knowledge guide, demand feedback, layered incentives and student practice”.

As far as I am concerned, we can build researching and application platform in the college student cadre
troop construction, which based on the hierarchy of needs theory. Then we can actively integrate teaching,
practicing and the network so that we can promote the construction of student cadres, and constantly strengthen
the construction of their learning ability.

Main Research Methods

Questionnaire survey method. According to the relevant data, I design the “College Student Cadre
Identity Questionnaire”, issued a total of payment of the 335 questionnaires to some colleges and universities
in Jiangxi Province, in order to understand the current status of the construction. I collected the data to carry
out a careful and accurate summary, to ensure that all aspects of the research data are comprehensive and
reliable.

* Acknowledgements: The results of Jiangxi Province in 2010 college teaching reform research topic “four in one” college career
planning education application research, Number: JXJG-10-11-15.

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**Literature analysis method.** Through a variety of ways to search information, we widely referred to the information about student cadre team construction, then took carefully study by combining with the research achievements of the construction of college student cadres. During the research process, we also used many theories such as philosophy, education, management, psychology and other disciplines.

**Case study and historical research method.** During the process of the study, we conducted a dynamic observation on student cadres. The purpose is to understand the study method of university student cadre, then analysis the demands in study, work and life, and make detailed analysis about the development process of college student cadres, so we can study the characteristics of their thinking and behavior.

**Research Case Analysis**

Huang Moumou, male, was awarded the 2015 annual “China University Student Self Award” Nomination award. The student is a retired university student soldier, and he is a master of Arts in Jingdezhen Ceramic University master of 2015 graduate students. In September 2009, he admitted to the undergraduate school, the same year joined the army in December, and he demobilized back to school after two years. During enlistment, he was named the “military training pacesetter”, “the good soldier”. During undergraduate period, he served as class monitor and the student union chairman, obtained a scholarship four times and national scholarship, and won the outstanding student leaders, outstanding graduates and other honors. According to the hierarchy of needs theory, combined with the growth experience of Huang Moumou, it can be analyzed from three aspects.

Combined needs hierarchy theory with college student cadre troop construction, each person’s demand is rising from low to high step by step. Demand is dynamic development, when the low level needs were met, it will be developed to a higher level of demand in a certain period of time, and there are often several needs, and there is always a dominant demand.

**Realization and Fulfillment of the Needs of Individuals**

The students from the countryside, family economy is relatively poor. During the university, he participated in the part-time work and social practice activities. At the same time, he studied hard and diligently, so he has got good grades, and awarded the national scholarship. All of these make his economy become better, to a certain extent, these also solved the difficulties in his life.

**Realization and Fulfillment of the Need in Group**

This is not only for self affirmation, but also to participate and lead the team to make relevant results after the need and satisfaction. At the same time, it is to give full play to their potential and the need for creativity, and through a reasonable way to deal with the specific issues properly. It helps students to solve problems and eliminate confusion.

On the meet of the current needs of the student cadres, colleges and universities should pay attention to the analysis of student cadres at different levels and dynamic diversification demand. Let them feel respect, motivation and sense of belonging during learning and working, and actively tap the potential of the student cadres to promote the construction of college student cadre developing continuously.

**The Logic Thinking of the Study**

The research of the college student cadre construction and applications was based on the hierarchy of needs theory. Combined with the actual work, we should put forward a detailed plan, including “knowledge lead, demand feedback, teaching and student practice”.
Knowledge Leading

Since students enrolled, the leadership of student cadres enhanced the growth and success of the sense of mission and sense of responsibility, improved the student cadres in colleges and universities demand files. Leading the students to enhance the self-confidence gradually and strengthen learning ability, so we can enhance their overall quality and so on, such as 87% of the students look forward to enhancing the quality of cadres during the student work.

Demand Feedback

During this process, we can make full use of the QQ, Weibo, WeChat and other network communication platform so that we can make full use of the Internet method, and guide students to establish a healthy, scientific learning value. We should continuously meet the safety requirements and social needs of student cadres on the basis of meeting the needs of students’ physiology, psychology and respect. As 76% of the student cadres feel that they are more suitable for students’ work, 83% of the students feel that students’ work help them learn to how to think independently and actively work.

Layered Incentives

According to the characteristics of the construction of student cadre team, we should carry out education in different stages, in order to help students keep progressive during the learning process.

Low grade. To help students to understand themselves and guide students to understand the community, I suggest that based on students cadres in enrolling the psychological evaluation, students should strive to realize their interest, ability and personality traits, which will help them to found their own characteristics and advantages, then they can learn from each other for university student cadre’s learning ability and accept ability are strong. We can use the new media in the Internet to build an ideal teaching environment, then the students can learn in a good teaching environment, so we can help students cadres to develop the personality and creativity.

High grade. To encourage students developing in different ways, such as entrepreneurship, graduate students, the examination of civil servants, teachers and candidates apply for volunteer programs. According to the characteristics of student cadres, to understand the actual situation of the internship, on the other hand, we can encourage students to learn professional knowledge in accordance with the social evaluation system.

Students Practice

On this part, we can invite graduated students to conduct special seminars in school, then we can let the student cadre absorb the successful experience. And we also can invite experts to help students know how to make career planning, in order to enhance their practice skills. In addition, we also have to improve their social psychological quality and so on.

Research Countermeasures

Based on the analysis of the theory of hierarchy of needs, I think that the theory of hierarchy of needs for the construction of college student cadre team has a certain reference value, so I put forward five countermeasures.

(1) Adhere to the people-oriented, fully aware of the importance of strengthening the construction of college student cadres.
According to the social situation, we should do a good job in the education and guidance of student leaders and give full play to the leading role of student cadres. Student cadres play a demonstration and lead role in students and their comprehensive quality directly affects the majority of students.

(2) Tap the potential of students, respect and care for the development of college student cadres.

According to its sources, the needs can be divided into objective needs and subjective needs. The objective needs and subjective needs are the external conditions and the decisive factors of the formation of motivation. Everyone’s demand is different; people’s demands can be divided in different levels. When the demand becomes higher, the behavior motivation will be more intense.

Colleges and universities should guide the student cadres and constantly improve their subjective needs, set scientific and reasonable learning goals for the student cadre so that students can continue to strengthen the learning motivation in the process of success, gradually establish self-confidence, and improve learning and working ability.

Taking concrete analysis of specific issues, in view of the different grades of student cadres, we must adhere to the principle of varies from person to person. Take appropriate and reasonable incentive measures to explore student cadres’ studying and working potential. Developing the enthusiasm, initiative and creativity characteristics of student leaders, at the same time, we should communicate with students frequently, and support and encourage students to develop positive interest. College needs to encourage student cadres, after meet their material needs, we should pay more attention on increasing their spiritual motivation and intrinsic motivation.

A University invited distinguished alumni to carry out lectures, combined with their own school learning experience, work experience to communicate with students. They answered many questions, such as “What kind of help is the student cadre’s experience to the society in the future?” , “How to balance the time between organizational activities and professional learning?”, “How to better development of student organizations?”, “How to grasp the opportunity to further development?” and so on. For the student cadres, they put forward four suggestions: “have higher requirements; have a clear goal; work should be innovative; have a sense of responsibility”.

(3) Constantly improve the selection, management and evaluation mechanism of college student cadres.

There are some problems in physical and mental development of student cadres, the development of their thinking quality is not mature enough, and there is also a deviation between self-development and objective reality. Due to the influence of age and experience, students’ cadres is easy to be excited in thinking problems, lack of rationality, and the construction of the team of student cadres is not strong, which affects the continuity, integrity and continuity of the work.

To set up scientific and reasonable rules and regulations, to further strengthen the training of student cadres, we should pay more attention on strictly selecting, carefully cultivating and improving various mechanisms. Colleges and universities should adhere to high standards of selection, adhere to the principle of “having both ability and political integrity”. Choosing good student as the general branch of the league, the selection of student cadres should not be sentimental. By offering training course to the student cadres, we can make student cadres have more correct understandings on their roles. Colleges and universities need to innovate the team management mode, to create a good class culture, to better achieve the students’ self education, self management and self service.
(4) Properly resolve the crisis, and gradually improve the education program for college student cadres.

In the way of education, we should adjust the educational methods, optimize the teaching structure, and implement the scientific and standardized education. University’s leaders and teachers who are in charge of student affairs should understand student cadres through various forms, play the advantages of each student cadres as far as possible, and exert the function of student cadre system. To establish a platform on the Internet can feedback information so that we can grasp the ideological trend of students timely.

(5) To create a positive learning atmosphere, and promote the training mode of college student cadres.

We can establish an all-round training system in the purpose of increasing the student cadres’ self educated and self management, let the students change their roles, from passive to accept education to educate themselves and others initiative, and willingly to discipline themselves.

On the other hand, we also should pay more attention on the interaction between teachers and students, build a harmonious interpersonal environment. Student cadres devoted to students with love, tolerance and honest, servicing for students, so they can enhance the sense of responsibility and honor.

**Conclusion**

Since the new period, university student cadre construction is a very important research issue. From the school level, good student leaders can have a positive effect on the construction of harmonious campus. From the aspects of students, good student cadres are a good bridge to communicate with their school. At the same time, this also is conducive to the improvement of students’ comprehensive quality. Therefore, how to build an excellent cadre of students is very important.

At the same time, we should pay attention to the needs of the low level and high level of college student cadres, pay more attention to the high level needs of college student cadres model multiplier effect, give full play to the marginal utility of student cadre function, and take into account the high level of student cadres needs. Finally, we can promote the construction of student cadre team through a good learning environment, high-quality teaching team and full of humane care and talent environment, and so on.

**References**


