

# Closely Follow the Characteristics of Master's Education Management In-depth Grasp of the "Four Regular" Work of the Unit

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**Abstract:** In view of the current characteristics of education management such as the current master's degree students in military academies, such as "increasingly diverse types of students, changeable management and training systems, and diverse ideological and psychological states", this paper conducts an in-depth analysis of the importance of carrying out the "four regular" work. Pay attention to the small and detailed regular management work, grasp the precise regular psychological service work, and do a good job in regular troubleshooting and problem solving".

**Keywords:** Master's Students, Education Management, "Four Recurring" Work.

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## 1. Introduction

In recent years, with the expansion of the proportion of graduate students year by year, the student source structure is diverse, the ideological activity is large, to a certain extent it has brought practical management problems to managers at all levels, how to effectively promote the construction of units and ensure safety and stability, it is necessary to grasp the characteristics and laws of education management work, highlight regular ideological work, regular management work, regular psychological service work and regular troubleshooting work, and promote the healthy growth of students and the all-round development of the unit. Ensure that the master's degree group always maintains a high degree of security, stability, centralization and unity [1].

## 2. The Current Status of Education Management

### 2.1. The Types of Students are Becoming Increasingly Diverse

In terms of student types, there are fresh military academy students, direct enrollment from local "double first-class" colleges, on-the-job cadres, etc., and in terms of training methods, there are both full-time off-the-job training, part-time on-the-job training, and joint training. Through the organization of discussions and exchanges, visits and investigations, we found that some fresh graduates are afraid of hardship, choose to take the postgraduate entrance examination for the time being, some in-service cadres and students have limited development in the original unit, take the postgraduate entrance examination as a career buffer period, and some go out to school to change the environment and take care of their families by the way. At the same time, some students relax their requirements for themselves after the postgraduate entrance examination, resulting in high learning pressure and heavy burden, and the subject research encounters bottlenecks or academic results do not meet expectations, and it is easy to have fear of difficulties and give up psychology.

### 2.2. The Management and Training System is Changeable

For a long time, the postgraduate management system has not been unified, both managed by the graduate management brigade, managed by the graduate school, and managed by the teaching and research unit where the graduate tutor is located. Nowadays, all graduate students are assigned to the organized student team, which is managed by the graduate school (or graduate management brigade), and the graduate tutors belong to various professional departments, and the tutors and graduate students implement the separate management mode. In the academic stage of scientific research, master's students in the school undertake a large number of business trips to their supervisors and research groups, and need to go to colleges, troops and scientific research institutions to carry out short-term academic work.

### 2.3. The Ideological and Psychological State is Diverse

Compared with undergraduate students, graduate students have a large age span and more diverse social roles, facing multiple pressures such as academics, employment, family, economy, marriage and love. Some are in the period of marriage and love, not only budding emotional needs, but also the reality of talking about marriage, which may cause trauma by holding hands in haste; some are in the family management period, with stable living conditions, difficulties in separation between the two places or trivial interference, and even the bonds of emotional crisis; some are in a period of stagnation in their careers, not only wanting to upgrade their academic qualifications to accumulate stamina, but also afraid that the shortage of positions will be useless; Some are in a period of academic pressure, not only the desire to successfully complete their studies, but also the panic that it is difficult to graduate and obtain a degree, and many people suffer from insomnia, anxiety and even depression. The complex ideological and psychological reality of graduate students and the relatively independent and loose management requirements determine the difficulty of their education management [2].

### **3. The Importance of Carrying Out the "Four Regular" Work**

Firstly, regular ideological work is like watering and fertilizing plants, providing continuous endogenous motivation for the growth of students. Just as gardeners need regular watering and fertilization to encourage their trees to thrive, neglecting this process can lead to gradual wilting. Similarly, solid regular ideological work can stabilize the students' thoughts and emotions, maintain a good mental state and learning motivation. On the contrary, if the regular ideological work is not in place, the mental state of the students will be affected, and they will lack vitality and vitality.

Secondly, regular management work is like pruning dead branches and leaves, getting rid of the bad habits of students. As the tree grows, excess shoots are pruned to maintain healthy growth of the main trunk. Similarly, in daily learning work, students will have bad living and learning habits, which requires managers to stop and correct them in time through regular management work, so that students can maintain the correct development direction. On the contrary, if it is not stopped in time and allowed to grow freely, small signs may also cause big problems and cause unbearable consequences.

Thirdly, regular psychological service work is like sunshine and rain, nourishing the hearts of students. Psychological counseling can not only help students relieve stress, but also improve students' self-awareness and emotional management skills. If the regular psychological service work is done well, just like the rain and dew of Sun nourishes the body and mind, the stronger the trainee's ability to resist setbacks, the better the mentality of looking at things, and vice versa, it will go to extremes.

Finally, regular troubleshooting and problem-solving work is like careful cultivation to help students grow academically. In the process of tree growth, there will always be weeds to compete for nutrients in the soil, if the weeds are not cleaned up in time, the nutrients will be dispersed and the growth of the tree will be affected. If students encounter various troubles such as academic blockage, emotional setbacks, and family conflicts in their daily study and life, if they can help solve or intervene in time, they can concentrate on unit construction and their own studies, otherwise it will involve their minds.

### **4. How to Do a Good Job in the "Four Regular" Work based on the Characteristics of Colleges and Universities**

#### **4.1. Highlight the Heart-To-Heart and Unbutton, and Do In-depth Work on Regular Ideological Work**

Combined with the characteristics of different types of students, explore and carry out the work mode of "early, fast, diligent, and often", and take the normalization of the "touch, talk, research, and help" activities as the starting point to solidly promote the implementation of regular ideological work. Carefully find out the ideological situation. Through consulting files, daily observations, questionnaires, family communication, online following, etc., we can fully understand the basic situation of students and formulate and improve the "Intimate File Card". For the "8 types of personnel" such as learning difficulties, physical illness,

emotional frustration, family changes, disappointed wishes, criticism, withdrawn personality, business trips and other "8 types of personnel", widely carry out heart-to-heart talks, through talking with students, backbones, tutors, sending units, and students' families, patiently listening and communicating frankly, and strive to enter the inner world of students and grasp the ideological dynamics and practical needs of personnel in a timely manner. Regularly study and judge the ideological situation. Comprehensively study the ideological situation, emotional changes and behavioral characteristics of the students, focusing on grasping emerging problems such as fluctuations in political positions, shifts in value orientation, and weak sense of discipline; potential problems such as academic pressure, interpersonal relationships, and emotional distress; On tendentious issues such as network dependence, consumption concepts, and academic planning, use discussion and training meetings, education preparation meetings, administrative work meetings, and security analysis meetings to organize centralized analysis and judgment, make a list of problems, identify the root causes, clarify goals and ideas, and determine practical countermeasures. Do a good job of channeling and transformation in a timely manner. Pay close attention to the "two serious" personnel, strictly screen and master, strictly control the scope of knowledge, define risk levels, establish the "Key Personnel Archive", and dynamically update it. Establish a "three guarantees and one" responsibility system, accurately formulate transformation measures for one person, one case, follow up and do a good job in one person, one thing, so that personnel do not transform and do not let go, and risks are not eliminated and not let go.

#### **4.2. Adhere to the Degree of Relaxation, Pay Attention to Small and Detailed Regular Management Work**

Focusing on the goal of learning-oriented, service-oriented and innovative organization construction and the goal of training high-education, high-quality and high-level talents, implement the concept of "management + service +", strict management in place, service intimate, and build and improve the management and education system of student independence, leniency and strictness, integration and openness. Pay attention to the establishment of rules and regulations, and do a good job in managing the scale according to law. Give full play to all kinds of resources, successively organize research and learning from brother colleges and universities, learn from the experience of postgraduate education management, play a leading role in the organization, adhere to the construction according to the program, manage in accordance with the law, and be strict and realistic, regularly sort out the main work of the unit, form a list of key work implementation, track and remind the whole process, make overall arrangements item by item, steadily promote the implementation, and further optimize the work operation mechanism. Build and improve the supporting system that is in line with reality, fair and reasonable, and has an obvious guiding and incentive effect, and provides basic compliance and institutional guarantee for student management. Pay attention to people-oriented and improve the temperature of service management. Coordinate and arrange various collective activities, control the number, scale and duration of meetings, generally do not occupy spare time, and try to avoid fragmentation of students' time. Correctly handle the relationship between constraints and freedom,

implement the one-day life system in accordance with the principle of regular class time norms and loose spare time, and set up the time of approval procedures for daily learning, scientific research practice and research at different times, so as to provide time and space conditions for students to learn independently, improve themselves, and relax freely. Adhere to the principle of "one matter, one discussion" and "one person, one policy", resolve the contradiction between scientific research needs and family life in a timely manner, and help students coordinate and solve practical problems. Pay attention to micro-prevention and strengthen safety management. Adhere to the education first into the heart and mind, always put the management of people in a prominent position, keep a close eye on the "difficulties" of ideological control, the "focus" of external management, the "danger points" of mobile phone use, and the "key points" of confidentiality and security, adhere to the simultaneous implementation of ideological guidance and behavioral restraint, pay equal attention to severe punishment and warning prevention, and use centralized correction and institutional norms. Academic fake link management, regular spot checks in the laboratory to ensure that the management is always online. Establish a mechanism for "home-school" joint management and co-education, and information sharing, make use of the experience and practice of "touching, talking, researching, and helping to transfer", establish various personnel information files by category, and timely control risks and hidden dangers, and control the thoughts of officers and soldiers [3].

#### **4.3. Deepen the Combination of Full-time and Part-time Work, and Focus on Doing Regular Psychological Service Work**

Psychological service work has always been regarded as a basic project for cultivating morality, a guarantee project for safety and stability, and a support project for all-round development, and effective measures have been taken to build a solid line of defense for mental health. Scientifically carry out psychological counseling work. On the basis of strengthening the linkage with school psychology instructors and making good use of grassroots psychological backbones, invite experts and professors to give special lectures on mental health knowledge, and carry out targeted psychological general knowledge education, emotional management, and stress and frustration training. Insist on incorporating psychological training into the training plan, combined with the simultaneous implementation and integrated evaluation of courses such as psychological behavior training grounds, and sharpen the strong will and good psychological quality of students. Follow up and do a good job in psychological counseling intervention. Pay attention to the early warning role of psychological assessment, invite professional psychology instructors from the school to participate in the graduate admissions interview, conduct psychological screening in combination with physical examination and review after admission, include psychological testing in the important content of the assessment of core confidential personnel, prevent the selection and selection of "sick" with unclear psychological state, organize a psychological assessment for all staff every year, establish mental health files one by one, and do a good job in psychological counseling and intervention and correction for people with psychological instability and abnormal behavior in a timely manner. Help students resolve

bad knots as soon as possible. Strict control of people with psychological abnormalities. For students with obsessive-compulsive, depressive, anxious, fearful, and psychotic factors that are significantly higher than the adult norm, especially those with severe psychological problems or extreme behavioral tendencies, they should promptly notify their relatives and mentors and send them to the hospital for identification and treatment. During the period of concentrated outbreak of psychological problems in graduate students, special personnel are designated to be responsible for supervising key people with psychological problems, ensuring that they are accompanied in dormitories, laboratories, going out and other occasions, and decisively and properly deal with emergencies to prevent problems caused by simplified work and inadequate measures.

#### **4.4. Pay Attention to Helping and Comforting Each Other and Do a Good Job in Regular Troubleshooting and Problem Solving**

Master's students are generally facing multiple pressures such as academics, careers, families, marriage and love, and they should stand at the height of ensuring the healthy and long-term development of graduate training, regard students as their own brothers and sisters, and regard the work of solving difficulties and helping difficulties as their own responsibilities. Carefully ensure scientific research and learning. Pay attention to and care for every student, regularly collect and summarize practical difficulties, establish an academic early warning and assistance mechanism, and designate a support team for people with learning difficulties to help them clarify their research ideas and promote academic progress. Regularly carry out academic forums and exchange meetings, invite outstanding tutors and experts to give special lectures and tutors, and establish a regular communication and interaction mechanism with outstanding seniors and brothers, so as to answer questions and clarify students' doubts in academic planning, thesis writing, subject competitions and other activities, clarify their ideas and clarify the direction. Help solve practical problems. At the same time, it will jointly train college tutors, in-service cadres and trainees to send students to school, teaching and scientific research practice bases and other forces, deeply understand the actual needs of personnel, and visit the families of students in difficulty during the holidays to further understand the actual family situation and actual needs, and follow up on the one-on-one accurate problem solving and helping the work. Improve all kinds of supporting guarantees. In accordance with the principle of "conducive to work, easy management, meeting urgent needs, and taking into account the long term", we have gradually completed the construction of various warehouses such as study rooms, yoga rooms, entertainment rooms, and rehabilitation stations. All-round services to ensure the learning and life of students, actively collect students' demands, use funds reasonably, complete the maintenance and equipment of dormitories, water heaters, air conditioners, tea bar machines, sanitary cleaning supplies, curtain renovation and other materials, improve the living environment, and improve the quality of students' work and life security [4].

### **5. Conclusion**

The education and management of master's degree students face challenges such as diverse student types, complex

management systems, and diversified thoughts and psychological states. By thoroughly implementing the "four regularizations" work (ideological work, management work, psychological services, and problem-solving), it is possible to effectively stabilize students' thoughts, regulate their behaviors, maintain their mental health, and solve practical difficulties, providing a solid guarantee for students' growth. In the future, it is necessary to further optimize the collaboration mechanism, innovate the management model, strengthen interaction between the school and the family, and improve the effectiveness of education and management, in order to cultivate more high-quality talents.

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