Study on Selection Mechanism of College Student Cadre under Iceberg Model

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Abstract

Since the 21st century, the rapid development of education in China has led to a huge gap between the shortage of teachers and the expansion of college enrollment. Students' self-management and self-service are important rescue paths. Student self-management, self-service institutions are graduate associations, student unions, associations and other student organizations. The role of student organization mainly depends on the student cadres responsible for organizing daily operation. However, at the present stage, there are serious problems such as imperfect selection mechanism, imperfect evaluation system and disjointed cadres and students, which restrict the further development of student organization. Based on the iceberg model, this paper combs the previous research results, extracts from policy documents, condenses from behavioral event interviews, and fully considers the new requirements of the new environment, and constructs the PLPCM model. The aim is to perfect the selection mechanism of middle school student cadres and provide a targeted training program for college student cadres.

Keywords

Iceberg Model; PLPCM Model; Student Cadre; Selection Mechanism.

1. Introduction

In 2020, our country has completed the first century-old goal, the overall well-off society has been basically built, people's material and spiritual life has been enriched and developed, people's demands for education and the importance of education has been constantly enhanced. China's education industry has made new achievements. By 2020, the number of applicants for the national college entrance examination had reached 10.71 million. Compared with the 1980s, the number of applicants had increased by more than 9 million from a month earlier. At the same time, with the reform of education system and the implementation of vocational education, the enrollment of colleges and universities in China will maintain a high proportion of growth. Because of the rapid increase of the number of students, there is a certain gap with the development speed of the teaching staff in colleges and universities. The ratio of students to teachers in some colleges and universities is far larger than the standard ratio (standard student ratio 18:1, according to the Ministry of Education [2004] No .2).Therefore, scientific and reasonable management of the growing students is not enough to rely on the school alone. It is worth exploring to optimize the student organization and realize the student self-management and self-service, while the coordinated management of student cadres is the basic premise and important guarantee for the reasonable operation of the student organization.

Student cadres in this paper refer to the students who are responsible for the overall planning work in the full-time enrollment colleges, in the graduate student association, the student union, the school league committee, the association, the class collective or other student organizations recognized by the school. Including graduate student union cadres, student union cadres, league committee cadres and class cadres. It is found that there are the following problems in

the present research results: from the research content, the research results in the index combing construction, only consider from the research object extraction summary single source, and student cadres are in the external environment. On this basis, in terms of content, the index construction not only comes from the interview summary of the object's behavior event, but also from the previous research results, from the policy document, from the behavior event interview condensed, and fully considering the new requirements of the new environment.

2. Index Combing

2.1. Combine Indicators based on Literature Results

The research on university student cadres is not a new topic. Predecessors have achieved certain results. Based on the literature review, the article summarizes the latest research results of the predecessors as an important cornerstone of the article research.Based on the existing research results, Yongfang Qi, Guoping Li, Wu Zhuan and Weikang Fang summarized and put forward 16 major indicators of the competence of college student cadres based on learning ability, communication ability, and leadership ability.Mingming Lu obtained five main indicators of responsibility, teamwork, interpersonal understanding and communication skills, achievement orientation, and team leadership through interviews with teachers and student leaders.Lu Yu's research pointed out that personal qualities, interpersonal communication, language expression, organization and coordination, and sense of responsibility are important parts of the quality of student cadres.Fan Xiao, Song Qi, and Shen Dan put forward seven main indicators of interpersonal relationship, personal traits, learning development, achievement orientation, communication and coordination, self-role, and work skills in the study of the competence of student cadres in higher vocational colleges.Based on the iceberg theory and questionnaire survey, Ziyi Niu obtained three dimensions: teacher rating, classmate rating, and self-evaluation, and then proposed six secondary index systems of knowledge level, work attitude, ideological character, work performance, political literacy and work effectiveness. Xiulin Chen, Fengning Song, and Yonghong Zhou initially constructed a competency model for college student cadres, including teamwork, leadership, affinity, problem solving, humor, self-confidence, respect, conflict management, enthusiasm, self-control, communication ability, learning ability, initiative, 14 competencies of influence.Wu Fan,Wenbin Zhang, Shuofeng Chen , Jiahui Gu,Zhibo Yi , and Jiabo Chen put forward three first-level indicators of leadership traits, personal skills and moral accomplishment and 37 specific evaluation index systems in the research on the construction of the competency model of student cadres in colleges and universities.Hongzheng Han and Jingjing Xie summarized seven indicator systems of political thought, knowledge learning, interpersonal skills, communication skills, task management, leadership skills, and problem-solving skills based on domestic and foreign literature on competency research and existing research experience.Ma Yue conducted related research on the competency factors and performance of college student cadres, and summarized the core competency characteristics of college student cadres, personal traits, communication skills, interpersonal insight, teamwork awareness, and achievement orientation.Shen Liao and Liu Xiao's KACM (Knowledge Level—Technical Ability—Character Motivation—Professional Morality) four-dimensional competency model for college student cadres constructed by Shen Liao and Liu Xiao.Xue Yan and Zhu Ning used an open questionnaire to describe and analyze the personality traits of 650 college students in Nanjing, and obtained 8 personality structures, namely, competence, seriousness, emotional stability, openness, pleasantness, and sense of morality. , Extraversion and aggressiveness.The specific sorting is shown in Table 1:

Table 1. Combine indicators based on literature results

Researcher	Index extraction
Yongfang Qi, Guopin Li...	Learning ability; communicative ability; leadership ability.
Mingming Lu	Responsibility; teamwork; interpersonal understanding and communication skills; achievement orientation; team leadership.
Lv Yu	Personal qualities; interpersonal communication; verbal expression; organization and coordination; sense of responsibility.
Fan Xiao, Song Qi, Shen Dan	Interpersonal relationship; personal traits; learning and development; achievement orientation; communication and coordination; self-role; work skills.
Ziyi Niu	Knowledge level; work attitude; ideological character; work performance; political literacy; work effectiveness.
Xiulin Chen, Fengning Song, Yonghong Zhou	Teamwork; leadership; affinity; problem solving; humor; self-confidence; respect; conflict management; enthusiasm; self-control; communication ability; learning ability; initiative; influence.
Wu Fan, Wenbin Zhang...	Leadership characteristics; personal skills; moral cultivation.
Hongzheng Han, Jingjing Xie	Political thinking; knowledge learning; interpersonal skills; communication skills; task management; leadership skills; problem solving skills.
Ma Yue	Personal traits; communication skills; interpersonal insight; teamwork awareness; achievement orientation.
Shen Liao, Liu Xiao	KACM (knowledge level—technical ability—character motivation—professional morality)
Xue Yan, Zhu Ning	Competence, conscientiousness, emotional stability, openness, pleasantness, morality, extraversion, and aggressiveness.

2.2. Extract Indicators based on Policy Documents

Policy documents are one of the expressions of the will of the country, and the combing of policy documents can better understand the basic requirements of the national level for student cadres in the new era. Therefore, the study combed the documents of the All-China Student Federation and the Central Committee of the Communist Youth League in the past two years, and based on keyword analysis, extracted the basic requirements of the National Student Federation and the Central Committee of the Communist Youth League for the quality of student cadres in the new era. The specific results are shown in Table 2:

2.3. Condensed Indicators based on Behavioral Event Interviews

The research was based on behavioral incident interviews, and a total of 20 people were interviewed, including graduate students' unions, student unions, school league committees, folk dance clubs, and class leaders. The conclusions of the analysis of the survey results are shown in Table 3:

2.4. Build a Model based on Iceberg Theory

The research uses methods such as sorting out previous research results, extracting policy document indicators, and condensing behavioral event interview indicators. Based on the iceberg model proposed by Vichenia Satya, the political quality, learning level, professional skills, personality traits and morality are constructed. Accomplish five first-level indicators and 57 second- and third-level indicator systems. Based on this indicator system, a total of 200 questionnaires were distributed, and 195 valid questionnaires were finally recovered. The efficiency of the questionnaire was 97.5%, and the questionnaire's α coefficient was 0.82 greater than 0.7, indicating high questionnaire reliability. Among them, 15 questionnaires for

teachers, accounting for 7.69%; 81 questionnaires for student leaders, accounting for 41.54%; 99 questionnaires for ordinary students, accounting for 50.77%. Then based on the entropy method to analyze the questionnaire data, and condensed 57 indicators according to the index weight, and finally got the PLPCM model of the selection system of college student cadres, as shown in Table 4:

Table 2. Index extraction of central policy documents of the All-China Student Federation and the Communist Youth League

File	Words and sentences	Index extraction
Notice of the All-China Federation of Students' Issues on "Several Provisions on the Staff of the Student Union of the Students' Union to Improve the Style of Serving Students"	Article 1: Abide by the student's duty. Take the lead in academic performance, study diligently in compliance with school rules and regulations... Article 2: Keep in mind the purpose of service. Make efforts to serve classmates as the main purpose... Article 3: Always maintain ideal feelings. Cherish the honor of serving classmates on behalf of the representative and the opportunity to exercise their ability...	Comply with laws and regulations; correct academic attitude; Serve classmates; reflect demands; have ideal feelings; distinguish between public and private; willing to contribute
Notice on Printing and Distributing the "Working Rules of University Student Representative Conference"	Article 4: Encourage to do things pragmatically. Regarding the satisfaction of the majority of students as the work goal... Article 6: The student congress is organized by the student union, graduate student union, etc...	Seeking truth and being pragmatic; not tending to form; team building; accepting supervision; accepting opinions or suggestions
Notice of the General Office of the Ministry of Education of the Central Committee of the Communist Youth League on forwarding the "Guiding Opinions of the All-China Student Federation on Strengthening and Improving the Construction of the Graduate Student Union of the University Student Union"	4. The principle of strengthening and improving the organization of student unions in colleges and universities is to adhere to the leadership of the party and the guidance of the League... 5. At present and in the future, to strengthen and improve the organization and construction of college student unions, we must in-depth study and implementation...	Political awareness; abide by laws and regulations; abide by school rules and regulations; classmate-oriented; reform and innovation; advance with the times; pay attention to current affairs; implement the spirit of the central government; innovation and creation; noble character; comprehensive development
The Central Committee of the Communist Youth League and the National Student Federation issued the "Regulations on Implementing the Guidance and Management Responsibilities of the Communist Youth League and the Student Federation to the University Student Union (Graduate Student Union) (Trial)"	(1) Instruct the student union to adhere to the correct political direction and focus on the function of serving classmates... (4) Establish a service and contribution-oriented incentive mechanism...	Adhere to the correct political direction; serve classmates; reflect demands; service awareness; contribution spirit

Table 3. Condensed behavioral event interview indicators

Number	Index	Frequency	Percentage	Number	Index	Frequency	Percentage
1	Sense of responsibility	20	100%	12	fair and just	14	70%
2	Communication and coordination skills	20	100%	13	Caring about classmates	19	95%
3	Unite all nations	20	100%	14	Optimistic and confident	20	100%
4	Work enthusiasm	17	85%	15	logical thinking	13	65%
5	Team building	19	95%	16	Academic performance	17	85%
6	Reform and Innovation	11	55%	17	Adapt to circumstances	10	50%
7	Dedication	15	75%	18	High EQ	15	75%
8	Unselfish	13	65%	19	determination	11	55%
9	Friendly	10	50%	20	Know people and do	10	50%
10	Empathy	12	60%	21	Strong political stance	17	85%
11	Interpersonal relationship	18	90%	22	Care about current affairs	16	80%

Table 4. PLPCM model for selection of student leaders
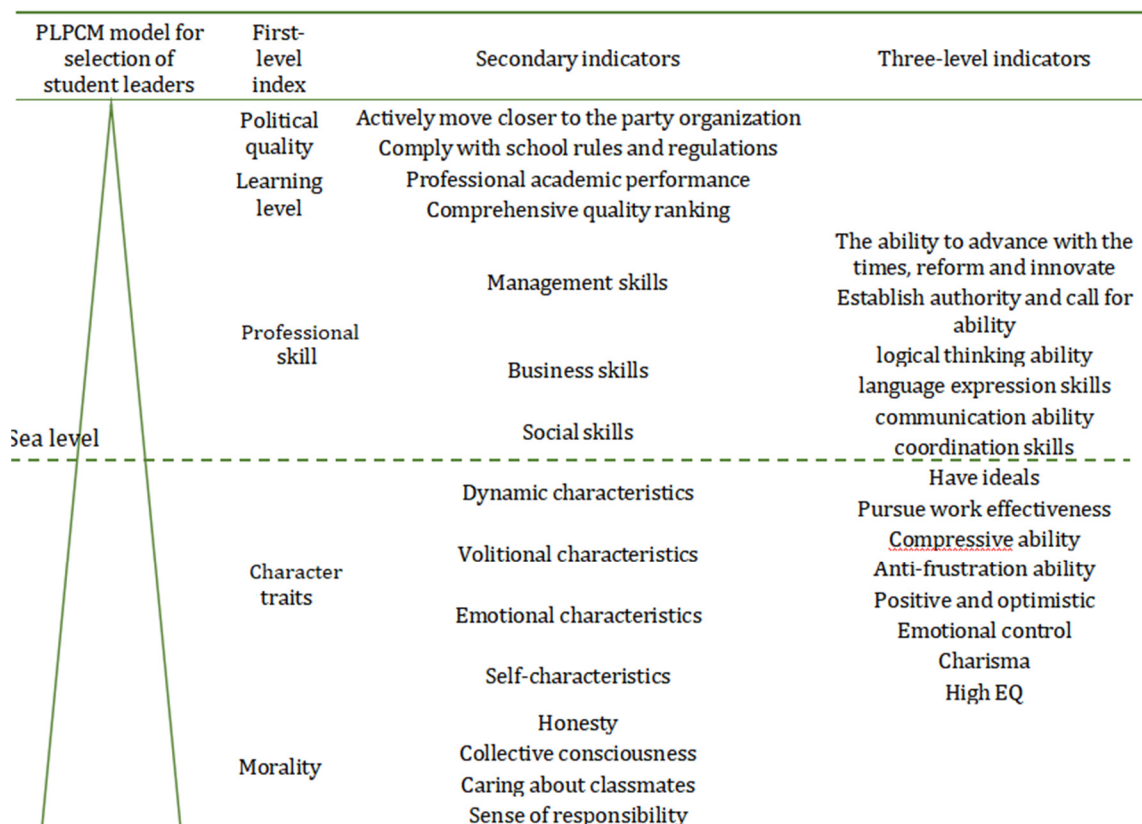
3. Interpretation of PLPCM Model for Selection of Student Cadres

The iceberg model was first proposed by the famous American psychologist Vigenia Satya. In fact, it is a symbolic metaphor, thinking that the overall characteristics of a person are like a big iceberg in the sea, which our eyes can see Only a small part on the surface, and a larger part is

hidden in the sea invisible to human eyes. This is very similar to the quality composition of outstanding student leaders. The selection of outstanding student leaders should not only include consideration of factors such as explicit learning level and professional skills, but also factors such as their hidden personality characteristics and moral cultivation, so that they can be integrated and comprehensive. , Comprehensive selection of outstanding student cadres who are truly suitable for student organizations and capable of cadre positions.Therefore, based on the iceberg model, the article divides the above-mentioned sorted indicators into two major components: above sea Level-explicit behavior and below sea Level-implicit consciousness, and then builds a student cadre selection system.The triangle on the left and the dotted line in the middle of the PLPCM model are pictograms of the iceberg and sea level. The sea level divides the iceberg into a visible top that can be observed with the naked eye and a mountain foundation hidden in the bottom of the sea.The overall model from bottom to top is the process of a person's thoughts and behaviors, and then gradually sublimated. The deepest part is the core moral accomplishment (M). Moral accomplishment often affects a person's character traits (C) and personality orientation, and the two together constitute the implicit consciousness system of the model."The grassroots is not strong and the ground is shaken." The cornerstone is often more critical. It is necessary to fully consider this factor for index weighting in the subsequent model application. Professional skills (P), learning level (L), and political quality (P) together constitute the dominant peak, which is the external behavior of a student cadre.

3.1.   Above Sea Level-explicit Behavior Indicator

The dominant mountain top on the sea level is an obvious behavior characteristic of outstanding student cadres that can be observed with the naked eye. Political quality includes two main indicators: actively approaching the party organization and complying with discipline (internal rules and regulations of the school). Actively getting close to the party organization is the key to maintaining the correct political stance and value orientation. "Party, government, military and civilian studies, east, west, south, north, middle, and the party is the leader of everything." Student organizations are also one of the key elements, and the party's leading role must be strengthened. Play.Abiding by the rules and regulations of schools, colleges, and student organizations is the cornerstone of all work. The learning level mainly includes two indicators: professional academic performance and comprehensive quality ranking. The prerequisite of student cadre status is the student, and the essence of the student is learning.Therefore, the professional performance ranking must be one of the important organizational parts of outstanding student leaders. The comprehensive performance ranking is based on the comprehensive consideration of daily behavior, participation in activities, extracurricular practice level, and various skill competitions on the basis of examining academic performance. It is a response to contemporary college students' moral, intellectual, physical, aesthetic, and labor "An important measure for all-round development.Professional skills are important conditions for student cadres to complete spontaneous, organizational, and superior delivery tasks, including management skills: advancing with the times, reform and innovation, establishing authority and appeal; business skills: logical thinking, language expression; social skills: Interpersonal communication skills, communication and coordination skills and other organic components.Management skills are for organization building and development. Student cadres must keep up with the changes of the times, keep up with the spirit of relevant documents such as the National Student Federation, the local Student Federation, and the Youth League Central Committee and Youth League Committee, and advance with the times to carry out organizational reforms. The implementation of reform not only depends on feasible plans, but also requires the establishment of a strong core cohesion of the organization. The organizational appeal of the main cadres of the student organization is the most important component.Business skills are an important condition for completing daily

work and better serving all students. They are composed of logical thinking ability and language expression ability. Student leaders accepting relevant work notices or voluntarily organizing relevant activities involve the writing of the activity work plan and the coordination and division of work tasks. Only good thinking and language skills can better coordinate the people, finances and materials in the organization.Finally, there are social skills. Student cadres are actually working with people. If they don't understand the needs of their classmates, they cannot provide precise services. Good interpersonal skills and communication and coordination skills are just the meaning of the question.

3.2. Below Sea Level-implicit Consciousness Indicator

The cornerstone of the mountain hidden under the sea level is an indicator of the implicit consciousness of student cadres, which mainly contains two indicator systems of personality characteristics and moral cultivation. From a psychological point of view, personality is an individual's stable attitude towards the real world, as well as the personality characteristics shown in the habituated and inertial behavior that corresponds to this attitude towards reality. Once formed, the personality is relatively stable.Due to the stability of personality characteristics and long-term formation, and the term of office of student cadres is basically 1-2 years, selecting student cadres with suitable personality characteristics is a prerequisite for the stable development of the organization. Personality characteristics include four components: motivation characteristics, volition characteristics, emotional characteristics, and self characteristics.Specifically, it covers ideal feelings, pursuit of work efficiency, anti-stress ability, anti-frustration ability, positive and optimistic, emotional control, personality charm and high emotional intelligence."The people have faith, the nation has hope, and the country has strength". Ideals and beliefs are the new requirements of the reform of the All-China Federation of Students. Only with ideals and beliefs can there be the power to fight for, and to form unique charm to lead the organization to make continuous breakthroughs.The pursuit of work efficiency is the glue between "looking up to the sky" and "down-to-earth". Student cadres with only ideals and beliefs can only take the organization to extremes. The ability to resist pressure and frustration is to test the important ability of student cadres to coordinate and respond to complex student work. Unexpected events and accidents in student work are inevitable. When encountering events that deviate from the plan, should they respond calmly and calmly, or "ant on the hot pot" is the emotional control, anti-stress and frustration ability, and positive The result of optimism.Personality charm and high emotional intelligence are important components of charismatic leadership, and one of the important cornerstones of organizational cohesion and centripetal force. "Insist on having both ability and political integrity, with virtue first" is an important criterion for selecting people in our country. The indicators of ethics include honesty and trustworthiness, collective consciousness, willingness to contribute, caring for classmates, and sense of responsibility.Moral cultivation, as the most cornerstone component of the model, is the "basic and most important" of the entire "big mountain", an important foundation of other index systems, and the connotations contained in other index systems.

4. Validation Analysis of PLPCM Model Taking Southwest Minzu University as an Example

4.1. Index Weight Establishment

In order to study the validity of the conclusions of the model, the questionnaire uses an expert comparison scoring method to establish indicator weights. In order to ensure the scientificity of the questionnaire results, the study conducted a questionnaire survey of 20 school teachers in charge of student organization to form a professional scoring questionnaire, and set 1: the

same importance; 3: the former is slightly more important than the latter; 5: the former is more important than the latter 7: The former is much more important than the latter; 9: The former is absolutely more important than the latter; 2/4/6/8 is the intermediate value of the above adjacent judgment. The analysis of the questionnaire results is shown in Table 5:

Table 5. The analysis of the questionnaire results

Index	Weights	Index	Weights	Index	Weights
Total index	0.2907				
	0.1332		0.6571		0.1429
	0.1557	P	0.3429	L	0.8571
	0.1549				
	0.2655				
P			0.0266		
	0.0483		0.2431		
	0.1504		0.1323		0.2890
	0.1844		0.1347	M	0.2529
	0.1937	C	0.0838		0.2052
	0.1293		0.1141		0.2529
	0.2939		0.2243		
			0.0411		

4.2.   Analysis of Questionnaire Results

Table 6. Analysis of questionnaire results

Number	Score	Number	Score	Number	Score	Number	Score	Number	Score	Number	Score
X_1	66.97	X_{11}	62.48	X_{21}	70.03	G_1	94.86	G_{11}	72.14	J_6	65.22
X_2	67.81	X_{12}	62.74	X_{22}	67.37	G_2	79.96	G_{12}	64.19	J_7	64.93
X_3	67.16	X_{13}	65.62	X_{23}	68.28	G_3	81.74	G_{13}	77.41	J_8	92.76
X_4	74.47	X_{14}	72.34	X_{24}	72.27	G_4	85.42	G_{14}	68.79	J_9	74.39
X_5	74.09	X_{15}	73.51	X_{25}	75.81	G_5	85.94	G_{15}	93.41	J_{10}	73.88
X_6	72.65	X_{16}	60.04	X_{26}	73.41	G_6	94.48	J_1	84.37	J_{11}	93.69
X_7	65.85	X_{17}	62.16	X_{27}	61.07	G_7	80.90	J_2	64.35	J_{12}	91.63
X_8	71.49	X_{18}	66.71	X_{28}	62.03	G_8	87.65	J_3	87.7	J_{13}	72.33
X_9	72.83	X_{19}	68.11	X_{29}	60.38	G_9	70.81	J_4	75.49	J_{14}	83.47
X_{10}	64.69	X_{20}	62.96	X_{30}	63.86	G_{10}	94.88	J_5	65.37	J_{15}	68.64

$$\overline{X} = 67.64; \; \overline{(G+J)} = 79.69$$

Note: X stands for ordinary students, G stands for outstanding graduate students, and J stands for outstanding student leaders

The research conducted questionnaires among 15 outstanding graduate students and 15 outstanding student leaders of Southwest University for Nationalities as an experimental group. Thirty ordinary students were selected for the questionnaire as a control group. Finally, a comparative analysis was conducted to verify the effectiveness of the model. The study used the Likert five-level scale to design the questionnaire and replaced it with Z, setting 1: very non-compliant; 2: relatively non-compliant; 3: normal; 4: relatively consistent; 5: very consistent. Then use the fuzzy scoring method to set the corresponding qualitative evaluation level [55, 65, 75, 85, 95] and replace it with V, and set the weight to R. Set Z= [0.5, 0.3, 0.2, 0, 0], then the final score T=Z*V*R= (0.5*55+0.3*65+0.2*75+0*85+0*95)*R= 62R, the specific calculation results are shown in Table 6.

5. Conclusion

Through the analysis of the questionnaire, it is not difficult to find that the difference between the comparative scores of the first-level indicators is the P professional skills and the C personality characteristics. Comparative analysis of the second-level indicators shows that the big gap between outstanding cadres and ordinary students is the ability of logical thinking, language expression and frustration resistance. Therefore, it is necessary to pay attention to the training of these qualities in the training of students. Schools need to set up relevant training courses on thinking, language expression, and psychological training; personally, they should think more, express more, and practice diligently to make up for their weaknesses. The score distribution of ordinary students is mostly between 60-75, with an average score of 67.64.Outstanding graduate students and outstanding student leaders score between 60-90 points, but high scores account for the majority, with an average score of 79.69. According to the model division [55, 65, 75, 85, 95], the score range of outstanding graduate cadres and outstanding student cadres falls between 75-85 is considered to be a relatively excellent level, and ordinary students whose scores fall between 65-75 are qualified Level. Therefore, the comparison of the evaluation results of outstanding postgraduate cadres, outstanding student cadres and ordinary students can confirm that the PLPCM evaluation model is highly effective and can be used for the selection and training of university student cadres.

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