

**Review Article**

The Construction of Class Committee in College for Crisis Awareness Abased on the Lanberg Theorem

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Abstract: Lanberg theorem indicates: it could inspire staff potential by making necessary crisis awareness. Class committee is the critical means of managing class. The college should inspire college committee value and improve the level of class management by making necessary crisis awareness, which could achieve it by supervisory measures, incentive measures, competition measures and assessment measures under the guidance of core socialist values.

Keywords: Lanberg Theorem, Class Committee, The Need Theory, Crisis Awareness

1. Introduction

Lanberg Theorem is an effective means of enterprise management. American banker Louis • B • lanberg indicates: there is no motivation without pressure [1]. The pressure will be converted to power by those who can bear it. In the 1960s, companies in Japanese and Chinese have achieved great success under the guidance of it.

Class is the important organization in the college and the basis in college management. Class committee plays important role of linking department with class. It includes class monitor, league secretary, study commissary, psychological commissioner, publicity commissioner, and recreation commissioner, which is elected by students or political instructors. They are students of high quality, who are willing to serve class.

There are many characteristics on class committee. Firstly, there is no enough power to deal with class affairs in college for class committees, who needs guidance from teachers. Secondly, they have to pay more attentions to class management than others. Thirdly, as the leadership of class, they must play an exemplary role in the ideological and political education.

In China, the research on the applicability of the Lanerg theorem in the class management is still in the blank. To improve the scientific level of class management and create a good atmosphere of learning and living, class committee must act as an important part in ideological guidance. The paper

tries to find a solution to improve class committees potential, improve their enthusiasm of management and increase the individual ability of class committees abased on Lanberg theorem.

2. The Status and Problems of the Crisis Awareness About Class Committee in the College

In order to study the applicability of the Blue Berg Theorem in class committee, I did a survey on the class committee of freshman, sophomore, junior, and seniors in the four universities individually in Jiangsu, Beijing, Liaoning and Hebei, which is a certain typicality and universality. A total of 600 questionnaires are issued, which of 588 were recovered and of 556 valid questionnaires were collected. It is divided into four parts, which is of the status of class crisis awareness, the status of motivation, the situation about guidance of class committee motivation and the cognition of their own crisis awareness.

2.1. The Status of Crisis Awareness on Class Committees

The needs of class committees are diversity, which of the most obvious one is the individual development motivation and of strongest crisis awareness is career planning. Career planning indicates: college students can make plan of actualizing their own personal worth by self-assessment,

environmental analysis, determining the ideal career goals, the selection of career development path, behavior implementation, and feedback adjustment programs' [2]. This group emphasize the career planning and can clearly realize that pressure is from own expectations. 87.06% of class committees think that they need improve their education levels, and 83.46% of that has made a clear plan of applying for graduate school. On the issue of attending college, 72.66% of the students attend college for broadening their horizons and improving the ability. Only 1.43% of that does not set academic goals. All class committee can realize the employment pressure with different degrees now. The group is of high political quality and achievement and has diversity needs of improving education level, study, and employment, which is essentially the need of personal development. Psychology shows 'needs could generate motivation. When motivation is strong enough, the individual have to seek the path to suit the needs'. [2] It reveals that Lanberg theorem is applied to class management.

2.2. The Status of Motivation on Class Committees

The most important motivation of class committees is to promote their own development. On the survey, the proportion of class committees intended to improve their ability is 72.66%. 43.88% of class committees want to broaden their horizons. And only 20.14% of that wants to obtain bachelor's degree. It is more important to enhance overall quality in the university rather than obtain bachelor's degree. Besides, the motivation of raising professional level is prevalent. 97.13% of them intend to improve the professional level, and 83.46% of that intends to postgraduate studies, which of 46.76% explicitly wants to graduate studies.

Class committees are more urgent to enhance their own quality and expecting to exercise their own quality by managing class. However, some students simply run for class committees in order to obtain college award honors not to serve classmates, which is a utilitarian tendency. [3]

2.3. The Situation About Guidance of Class Committee Motivation

Parents, teachers and students play an important role in guiding students' motivation. The family is an important factor driving students to be class committees. 85.62% of the class committees during the campaign are influenced by parental expectations. Students are the core object of class management. 51.79% of the class committees deem that the classmates are important driven factor of inspiring their work. In life planning, they recognize the seniors' advice. 78.41% of the class committees are willing to accept the academic recommendations by professional teachers and political counselors. 77.68% of that endorses the recommendations by Professional Teachers and counselors in career planning. Family and school are primary living space. Family, teachers and students can assist them in life, academy and employment, which can stimulate class committees' enthusiasm.

2.4. The Cognition of Their Own Crisis Awareness

The majority of them can cognize the pressure rarely and convert it to power initiative. 78.42% of them can feel the pressures from class management. Among the many stressors, 59.71% of class committees deem that pressure are resulted of their own high expectations. Rational cognition is an important method to ease the pressure. 84.17% of them can convert pressure into power actively. If class management does not meet their own expectations, 49.64% of them tend to give up the post such as the rigid relationship with classmates, overwhelmed task and the slipped academy.

Appropriate pressure will help to stimulate class committees' potentiality. Most of them could convert pressures to power initiative. But when the pressure reaches a bearing line, class committee had to give up. Therefore, when making necessary crisis awareness, we should pay attention to the reasonable expectations of them and assigning the rational department tasks.

In summary, crisis awareness of class committee is general. Lanberg Theorem could be applied to class management. First, all class committees have crisis awareness, which of the most essential crisis is the personal development. Second, they have diverse needs including the need of improving academy, need of getting employment, and need of getting honors, which can be guided. Third, the group is high of quality and of more material psychology, which is able to accept the pressure and bear a certain pressure. Fourth, they can consciously accept the supervision of teachers, students and parents. Finally, political instructors are qualified of making the appropriate pressure, and good supervision for students.

3. Principles on Construction of the Mechanism on Crisis Awareness About Class Committee

Lanberg theorem indicates that there is no power without pressure. The pressure to a certain extent could be converted into power, so managers can take necessary measures to make agents recognize the crisis, which must be able to be bored and could not break the tolerance limit. On 'Promoting the harmonious development of College Students' Ideological and moral quality, scientific culture quality and healthy quality, Guiding students to study hard, be good at innovation, becoming the socialist man with ideals, morality, culture, and discipline' [4], college should arrange rational task to maximize their own potential within limited energy and time regarding different features of class committees. Therefore, in order to achieve the purpose of promoting unity, creating fine class atmosphere, and improve committees' quality, the core of these measures is to create a sense of crisis and pressure for class committees by counselors or school administrators deliberately. It should follow the below principles.

(1) it should set rational goal with respecting students' needs.

Need is 'a source of motivation of human activity'. [4]

There are clear management requirements of class committees, and they have the diversity needs as a student. College should guide students in accordance with their aptitude by setting reasonable targets and teaching students career planning.

(2) it should make reasonable pressure.

Dodson Ye Kelv's law states that the relationship of pressure, motivation and efficiency shows inverted "U" type. Pressure can be converted into motivation under some certain conditions. But if the pressure is too high, it will not only discourage their enthusiasm, but also affect the lives of students learning. A grasp of giving a sense of crisis, "degree", is critical of achieving the desired effect.

(3) it should make full use of the principles on reward and punishment, which could guarantee their motivation.

When the class management is not effective, we need supervise and punish class committees. When outstanding, according to the category of things, we should give them rewards. College must realize the importance of ideological guidance and beware of them developing utilitarian values. On "promoting the talented people, disgracing the mediocre people, eliminating incompetent people, to develop a mechanism for the selection of talents" [5], it should pay more attention of Human-Job match.

(4) It should emphasize ideological guidance focusing on cultivating students' social responsibility.

To make order out of confusion, class management requires core socialist values. Social responsibility indicates that students should be aware of social responsibility awareness and be able to know clearly what they should do in society and how they should fulfill its responsibilities. All of it could enhance the awareness of responsibility and the unity of class committees.

4. The Construction and Practice of Mechanism of the Crisis Awareness

The object of mechanism is class committees, but the core of that is all students. It is to build 'a fine atmosphere of living and study, and improve the ability and fulfill social responsibility of class committees, which ultimately achieves the growth and success of all students'. [6] Taking core socialist values as a guide, college administrators should make necessary crisis and enhance their own values for the sake of building fine atmosphere of study and living, competing among classes and better obtaining scientific and efficient class management.

(1) it should attach importance to the ideological and Political Education based on core socialist values and fostering students' social responsibility.

College students are the hope of the nation and determine the future of the country [7]. The cultivation of their social responsibility has great significance for national development and social progress. As an important carrier of Chinese higher education, college should focus on improving the quality education of them, cultivating students' sense of social responsibility, innovative spirit and practical ability, whose

obligations are to foster social responsibility of college students and to guide students to establish a correct perception of society. However, the aim of joining the Chinese Communist Party is of getting a kind of political capital for some students. In other words, it is a utilitarian phenomenon reflected in the campus.

As the backbone of the ideological and political education, counselor should combine core socialist values with daily ideological and political education and lead students' motivation. They should strictly abide by social morality and set a good example for the class. As the supervisor, they should be committed to maintaining fairness and justice of the class, improving the ideological and moral level of class committees, assisting them of establishing firmly collectivism and forging a consciousness of dedication. Otherwise, the counselor has to arrange clearly the division of labor and responsibilities of class committees and supervise them promptly.

The mechanism endows class committees the responsibility of class management and make them realize their own obligations, which contributes them to develop collectivism. By completing tasks, class committees can gradually understand their own worth and build self-confidence. During the course of serving classmates, they could learn how to maintain the fairness and justice of class and share with others.

(2) it should pay attention to the election of class committee and make them maintain the crisis awareness of elimination in the light of "promoting capable men, demoting incapable men".

The purpose is to tell the class committees that they can be replaced if their abilities can't meet the requirements. The election of class committee is the fundamental of the mechanism in the college, which needs the supervision of instructor in the college. The instructor is acted as both the teacher and administrator in the college. When electing the class committees, it should strictly follow the fair and competitive principles. In conclusion: firstly, it must improve the degree of human-job match and take account for character and ability of human. Students with high ideological quality and strong ability should be the first choice. The democratic centralism should be fully embodied. It not only considers the will of students but also the administrators. The class committees Elected can obtain a strong mass base and accomplish the task arranged by departments and colleges efficiently. Secondly, it should arm their brain with the knowledge of psychology and management science, so that class leadership can learn more knowledge in their spare time. For example, in the beginning of semester, teachers can teach the freshmen the knowledge of psychology and make them apply it to the class management that freshmen can be familiar with each other in a short time, which can improve the confidence of class committees and promote the harmony of class. It should judge the hour and size up the situation. According to the characteristics of students, it should develop strategies to adapt to different grades. To freshmen, it inclines to developing good habits of abiding rules and regulations. To sophomore students, the emphases are to supervise poor

students and timely remedy them in academy. Junior students should be encouraged to plan the future, which will be helpful after their graduation. To senior students, the point is to ensure that students can graduate successfully and help them adapt to the society.

As the administrator, the instructor should carry out the supervision and eliminate those, who are incapability of managing class. It is to form a kind of employment guidance on “promoting the capable men, demoting incapable men”. To develop students’ social ethics and personal morality, administrators should firmly dismiss those of ideological misconduct. For those committees who poorly manage class and could not be recognized by classmates, it should terminate the post of them in time. All of it is to remind them of enhancing personal quality and keep necessary pressures. If they couldn’t adhere to the principles of fairness and justice in appraising awards or releasing financial assistance, the administrator must terminate their post.

(3) it should make a scientific supervision mechanism to keep class committees the awareness of trust crisis.

Interpersonal trust is fragile and vulnerable to damage. What the awareness of trust crisis is that it should remind class committees of knowing the fragility of trust and requiring careful protection. Trust is the foundation of class management, and also an important source of self-confidence. Scientific supervision is helpful to make class committees keep an awareness of trust crisis.

The supervision from classmates is wide-ranging. The core of mechanism is students, and the target of it is to serve all students. So, the most authoritative evaluation about service effect is from students. It could get the students’ evaluation by anonymous questionnaires, which supervises class committee from the perspective of bottom-up.

The supervision from administrator is mainly focus on the capacity. The administrator means political instructors, department leaders and course teachers. According to feedback from administrators, we can assess of the level of class committees’ ability.

Self-supervision is focus on the channel of personal development. They should uphold the principle of criticism and self – criticism and examine their own conscience regularly by way of setting themselves at a right position. These supervision results are fed back to class committees, which is convenient for them to amend problems.

From the above supervision, they could feel the trust from teachers and classmates. Otherwise, they can realize the responsibility, which contributes them to facing with the pressure and getting self-examination.

(4) it should keep class committee the awareness of incapability crisis and guide them personally and suitably.

What the awareness of incapability crisis is to realize the urgency of improving own ability. We could give them guidance according to their needs. Need is ‘based on social development and human development, it is the people’s sense of their own true and wishful situation’. [8] Needs of class committees are diversity, which contains the need of

increasing ability, employment need, communication need and aesthetic need.

To the class committees who are ready for national entrance examination for postgraduate, it is fit to arrange students for commissary in charge of studies. On one hand, it is willing to help students with poor academy. On the other hand, it will not affect own study. To the class committees who want to look for employment directly after graduation, we should encourage them to participate in social practice and enhance entrepreneurial ability in favor of enhancing their employability. For those who want to improve relationships in class, we could encourage them to learn the psychological knowledge and correctly handle interpersonal problems.

Schools should actively concern students’ dynamic developments and instruct them to keep an awareness of incapability crisis in order to maintain a positive momentum of development. Meeting the needs of class committees is not the starting point but to set a good example for other classmates, which could generate a good circumstance for study. For those who wish to join the Chinese Communist Party’s class leadership, we should encourage them to learn more about the Constitution and requirements of the Communist Party of China and actively purify their own thoughts, which should be in accordance with the standard of the Chinese Communist Party from thinking and actions.

(5) it should make an effective mechanism of evaluation on crisis awareness.

To build fine class manner style of study and maintain school discipline, it could contain these following indicators. Class committees should strictly observe school rules and set good example of others. If breaking discipline, they must accept the punishment depending on the seriousness of different penalties for different degrees and even quit the position. Score ranking should be for at least the first 50% of the class. According to academic performance, administrator can arrange for them to the appropriate positions. They should finish school assignments and carry out ideological education effectively, which could be assessed by counselor. They should maintain good class disciplines and work hard to improve academy grade point average of class, which could be assessed by course teachers. They can encourage classmates to make best use of their own advantages and enhance quality, which could be assessed by achievements in scientific research and professional certificates. Otherwise, they should improve student administration tested by the rate of the students’ violation of discipline and the number of honorary awards. Referring to the above evaluation criteria, colleges and student could formulate detailed assessment regulations.

5. Conclusion

The mechanism of class crisis awareness makes a set of class management measures under the guidance of Lanberg theorem. Serving students is the core of mechanism. It could make necessary pressures stimulate class committee motivation and enthusiasm of management and guides them according to diverse needs. All of it is to ensure the reasonable

class operation and strengthen their overall quality.

It stick to the concept on “Strengthening Morality, moral education first” and keep class committees the awareness of elimination crisis, trust crisis and incapability crisis, which is helpful to keep the communication among the teachers, the students and department administrators smoothly. It connects the effectiveness of the work with personal interests. It also clarifies responsibility and rights, which is willing to foster class committees’ consciousness of responsibility. Meanwhile, it takes into account the progress of personal ability, ethics, social responsibility and civic awareness, which is in line with the requirements of the connotation of college education.

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