

## **"Three In One to Improve Quality and Integral Management to Promote Development"——Take Guang Dong Institute of Mechanical and Electrical Technology as an Example**

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**Abstract:** The development of student party members in Colleges and universities is an important part of grass-roots party organizations. Strengthening the party construction of student party members is related to the future of the party and the country. Therefore, we should carry out the development of student party members scientifically and objectively, and improve the quality of Party member development from the source. This paper is mainly to solve the problem of difficult quantitative investigation and management in the development and education of student party members. It puts forward the party construction work mode of "three in one to improve quality, integral management to promote development", and implements the "ideal soul casting project", "the project of striving for excellence" and "volunteer service project", so as to improve the development quality of Party members in an all-round way. Through the study of the current party construction work, the paper puts forward the party construction work mode of "three in one improving quality, integral management promoting development", taking Guang Dong Institute of mechanical and electrical technology as an example.

The report of the 19th National Congress of the Communist Party of China points out that the party's grass-roots organizations are the basis for ensuring the implementation of the party's line, principles, policies, decisions and arrangements. In combination with the new requirements of Party member education and Party Construction in the new situation, we will implement "detailed rules" and "standards" and promote the normalization and institutionalization of "two studies and one work". To implement the spirit of relevant regulations on the development and education of Party members in the detailed rules for the development of Party members of the Communist Party of China (issued in April 2015, hereinafter referred to as the "detailed rules") and the standard for the construction of Party members of students in Colleges and universities (issued in February 2017, hereinafter referred to as the "standard"), explore and implement the integral system for the development and education of Party members in student party members (including activists), and keep on practicing For example, in combination with the "standards" issued by the Party group of the Ministry of education and the relevant requirements of "two studies and one work", the current "Trinity" project will be formed.

### **Outstanding Problems in the Work of Party Construction in Colleges and Universities**

**Some college students have impure motives for joining the party.** At present, many enterprises have certain requirements for the identity of Party members in terms of recruitment and job promotion. At the same time, the identity of Party members also accounts for a certain proportion in some evaluation of universities. Therefore, when individual students are invited to join the party organization, their motivation is not very pure. Such student party members join the party in action, but not in ideology, lack enthusiasm for the education of the party organization, and lack the responsibility and sense of responsibility of a Communist Party member. Such student party members

are far from meeting the requirements of the party organization for talents, and will also bring a series of negative effects, which is harmful to the growth of students.

**The construction of assessment and evaluation management system of student party members is not perfect.** In the development of student party members in Colleges and universities, the investigation of the training objects is often better in the investigation of learning achievements, but less in the investigation of political performance and work performance. The reason is that learning achievements can be quantified and compared intuitively, while political performance and work performance are difficult to be quantified, which is often inspected by the subjective feedback of the masses and the subjective impression of the examiners. In order to solve this problem, we can set the contents to be investigated in each stage of the development of Party members and the daily education of Party members after joining the party as the integral index. According to the participation of student party members (including activists) and their specific performance, we can give corresponding integral points, which are the important basis for the development, assessment and evaluation of student party members, so that the development and education of student party members have both qualitative examination. At the same time, it also promotes party members to actively participate in political learning, voluntary service and social practice through the integral system, and pays attention to play an exemplary role in daily learning, life and work.

**Innovation of the lack of education form of student party members.** Since the Organization Department of the CPC Central Committee, the autobiography Department of the CPC Central Committee and the Party group of the Ministry of education of the CPC issued several opinions on Further Strengthening the development of college student party members and the education management service work, the research on the education management of Party members in Colleges and universities has mushroomed, but most of the research is more theory and less operability, almost all of which are on paper and difficult to be discussed. Put into practice, lack of technical content, even if there is operability, but also little effect, the end of the effective management system, resulting in Party members' education and management work is still in a weak state. The development quality of student party members is an important part of the Party Construction in Colleges and universities. For a long time, the work of student party members in many colleges and universities is lack of innovation, mere formality, and can not produce positive results. The main reason for this phenomenon is that the Party branch lacks the correct understanding and good attitude to the education of student party members, which leads to the single form, boring content and lack of innovation in the education mode for a long time. Therefore, most student party members also pay less attention to their own re education consciousness.

### **Build the Party Construction System of "Three In One To Improve Quality, Integral Management To Promote Development"**

**Basic situation of the system of "three in one to improve quality and integral management to promote development".** "Trinity" is mainly the three major projects of "ideal soul casting project", "pioneering project" and "volunteer service project", which forms the integral system management. According to the method of the integral system, the student party members (including activists) participate in the organizational life and education for integral management. One is to establish a working group for the recognition of points. Second, printing "credit card" to carry out credit certification. To promote the quality improvement project of student party members' development of "three in one to improve quality, integral management to promote development", that is, to carry out the "ideal soul casting project", "pioneering project" and "volunteer service project" in the development of student party members. Through the integral system, the above three projects are quantified as integral indicators, and the "party members (active members) are printed for all student party members (including active members) in the college Numerator) credit card ", one for each person. All Party members (including activists) who participate in three meetings and one lesson,

Party Day activities, theoretical learning, theme education activities, voluntary service, social practice, pioneering and competing for excellence (mainly participating in national and provincial competitions and obtaining honors above the provincial level) and other activities can apply for corresponding credits according to the provisions of the credit system, which will be recorded after being recognized by the credit recognition working group. As a certificate for students to participate in organizational life and inner-party learning, the "scorecard" can also be used as a certificate for students to participate in voluntary service and social practice, which is an important basis for the development of Party membership and annual assessment of Party members. Third, monthly declaration, quarterly publicity and semester assessment are adopted to include the points in the Party member development and education assessment. Every month, Party members (including activists) declare points to the working group of the Party branch's point recognition according to their participation in education and activities this month. After verification by the working group, they will sign and certify on the individual "point card" of Party members (including activists), and at the same time, they will record on the summary sheet of the points of Party members (including activists) kept in the college. In combination with the analysis of the scores of the activists who join the party. During the quarterly inspection, the branch shall publicize the scores of Party members (including activists) every month, and remind and talk to the students with lower quarterly scores; conduct the semester evaluation on the scores of Party members (including activists) every semester, and determine whether the active scores can be recommended as the objects of inspection according to the scores, and whether the objects of inspection can be recommended and developed as preparatory party members. Whether to become a regular member on time or not, it is decided to recommend party members to participate in various appraisals.

**The significance of "three in one to improve quality and integral management to promote development" system.** First, through the implementation of the integral system, the development standard of student party members can be quantified, the investigation can be based on, and the development process can be more fair and open. At present, there are many qualitative indicators and few quantitative indicators in the development of student party members. The quantitative investigation on the development of the integral system has made an effective exploration. At the same time, by quantifying the inspection indicators, it is also conducive to mass supervision, to achieve the goal of fairness, justice and openness.

Second, through the implementation of the integral system, further improve the process of the development of Party members, and better targeted education and management can be carried out for the inspection objects in different stages. Because we have integral requirements for the investigated objects in each stage of the development of Party members, students who fail to reach the integral cannot enter the next stage of the investigation process, which makes each process of the development of Party members better connected, the identification of identity (applicants, activists, examinees) more clear, and more conducive to classified management and hierarchical education.

Third, through the implementation of the integral system, improve the quality of the development of Party members. The goal orientation of the integral system is clear, which makes the student party members and activists have a direction, strive to have a goal, guide them to actively participate in various activities, and improve the quality of Party members and activists.

Fourth, promote the construction of campus culture through the implementation of the integral system. The integral system is a guide for student party members and for the party construction work and quality education of the college. Since the implementation of the integral system, the college has held various ideological education, scientific and technological culture and quality education according to the needs of the students, which is rich in content and diverse in form, meets the students' after-school cultural needs and promotes the prosperity of the campus culture.

**Research on the system approach of "three in one to improve quality and integral management to promote development".** In order to standardize the development of student party members and improve the development quality of student party members, since March 2015, the

general Party branch of Electrical Technology College of Guang dong Institute of mechanical and electrical technology has carried out the project of "three in one improving quality and integral management promoting development" in the development of student party members, that is, the project of "ideal casting soul" and the project of "striving for excellence first" in the development of student party members” And "voluntary service project", the above three projects are quantified as integral indicators through the integral system. In all stages of the development process of Party members (from applicants to activists, activists to development objects, development objects to preparatory party members, preparatory party members to formal party members), the integral indicators under the above three projects must be completed to meet the integral requirements To be able to enter the next stage of development, in the case of limited party member development plan, the development object with high score has priority to develop and join the party.

Strengthen the theoretical study, strengthen the ideal and belief, and "cast the soul" for the development of student party members. Since 2015, the Institute of electrical technology has strengthened the education of ideal and belief for student party members and activists by offering training courses for active party members, Party teachers’s lectures, inviting the old party members of the customs working committee to face to face exchanges with students, Party members (including active members) reading exchanges, organizing students to visit the red bases in Guangzhou, etc., arming their minds with advanced theories and guiding their practice Practice. Many student party members and activists have strengthened their faith in the party and their life goal of serving the people by participating in the learning activities of the Party branch.As Guo Ji yu, a student Party member, said after taking part in the Qing ming Festival to Guangzhou Uprising martyrs’s cemetery, which was organized by the branch, "we can’t experience the cost of our blood for national liberation and people’s happiness without martyrs’s cemetery. As a student Party member in the new era, we should cherish the present happy life and contribute to it."

Strengthen professional ability, push forward to strive for excellence and "improve quality" for the development of student party members. As a student Party member, in addition to pursuing ideological progress, the general Party branch of the Institute of electrical technology also requires that student party members must be the top students in learning and play a demonstration role in professional ability. Therefore, the integration system of the development of Party members in the Institute of electrical technology regards the improvement of students’s professional ability as an important integration project, which requires that students should be encouraged to actively participate in various professional skill competitions in addition to serious learning of professional knowledge, and the goal is to hope that every party member (including) activist will participate in at least one professional skill competition during the school. For this reason, the College of electrical technology organizes party members and teachers to actively participate in the training of students’s professional skills. Every year, the general Party branch organizes all professional teaching and research offices of the college to organize at least one professional skills competition covering all students of the major, organizes teachers and Party members to actively select seedlings, train and guide students to participate in national and provincial skills competition. After three years of practice, under the promotion of the integral system, the enthusiasm of student party members and activists to participate in the activities of organizing life and theme education has increased unprecedentedly, the political theory literacy has been continuously improved, the "Four Consciousness" has been firmly established, the "four self-confidence" has been consciously strengthened, the enthusiasm to participate in the voluntary service and the activity of striving for excellence has been rising, and all the party members and activists in the college have actively participated in the voluntary service Social practice and various skills competition, and achieved excellent results. As of June 2018, student party members (individuals) have won 32 awards in various national competitions and 28 awards at provincial level. Student party members have been promoted qualitatively in their professional ability, and also played a leading and exemplary role among students.

The normalization of voluntary service "refreshes" the development of student party members. Voluntary service is the activity that can best reflect the social responsibility and dedication of student party members. As a match with the "volunteer service project", the integration system of the development of Party members in the College of electrical engineering takes the participation of student party members (including activists) in social practice and volunteer service as an integral project, and stipulates the number of volunteer service points that students must accumulate in each development stage to enter the next stage of development. Since the start of the project, the student party members and activists of the College of electrical engineering have served more than 600 volunteer service activities on campus and surrounding communities every year; the total number of volunteer service personnel who come to the training room of the College of electrical engineering every year has exceeded 1500, and the total service time has exceeded 2000 hours; the party members of the college students are regularly organized to participate in the summer social practice activities every year. At the teachers' forum, many teachers expressed that party members and activists are fixed to volunteer service in the training room every week, which creates a good teaching and learning environment for teachers and students, and greatly appreciates the fixed volunteer service of Party members and activists every week.

### **The Achievements of the Work System of "Three In One Improving Quality and Integral Management Promoting Development"**

This work system was implemented in Guang dong Institute of mechanical and electrical technology in 2015 and achieved good results over the years. "Three in one improving quality" helps college student party members (including activists) to establish correct ideals and beliefs, clear life pursuit and University goal, which is the goal and requirement of "quality" for the development of college student party members; "integral management promoting development" is the refinement and quantification of the development goal of college student party members, and it is the regulation and requirement of "quantity" for the development of college student party members. At the same time, the integral is determined by stages The aim is to help college student party members to make a good career plan in combination with their own reality. Trinity and integral promotion enable college students (including activists) to pursue goals, progress with motivation, development with planning and promotion with platform, greatly improving the quality of Party members' development, which is well received by Student Party members and teachers and students.

The development and investigation of student party members are more objective, the education system of student party members is more perfect, the quality of Party members is constantly improving, and the role of example is obvious. Student party members have won 25 national awards and 18 provincial awards in various competitions. In 2017, the Party branch of Guang Dong Province was named as the "three type Party branch" of colleges and universities. A number of excellent party construction activities have been created, such as the voluntary service of Party members into the training room, the summer social practice of college student party members (the 2015 practice project won the special fund for the cultivation of scientific and technological innovation of Guang Dong University students, and the 2016 practice project won the project approval support of the Education Working Committee of the provincial Party committee), etc., which have been actively participated by the student party members and achieved excellent results.

Through the implementation of the integral system, we can realize the quantitative inspection of the investigated objects in the process of the development of Party members, make the inspection indicators concrete and refined; carry out the management of filing and card setting and quantitative assessment of the education of Party members; combine the integral system with the school education of "two learning and one doing". The indicators of the integral system are mainly constructed according to the two parts of "learning" and "doing", and promote "two learning and one doing" Make "normalization and institutionalization"; combine the integral system with student activities,

encourage students to actively participate in various activities through the integral system, and mobilize the enthusiasm of student party members to participate.

### **Summary and Reflection on the Work System of "Three In One to Improve Quality and Integral Management to Promote Development"**

First, we should adhere to the problem orientation. The implementation of the integral system is mainly to solve the problems in the work of developing party members and the shortcomings in the education and management of Party members. The successful implementation of the integral system mainly lies in its ability to effectively "prescribe the right medicine" in combination with the actual problems in the party construction of students.

Second, we should adhere to the combination of learning and doing. The integral system combines the theoretical study of Party members with being qualified party members, and guides party members not only to pay attention to study, but also to do, so as to play a leading role in demonstration of Party members.

Third, we should stick to the reality of colleges and universities. The integral system promotes the student party members to achieve excellent results in national and provincial skill competitions, because it combines the characteristics of High Vocational College Students' practice and strong practical interest, integrates skill competitions into the integral index, and encourages the party members to actively create the results of competing for excellence. Guided by Xi Jinping's socialist ideology with Chinese characteristics in the new era, he thoroughly studied and implemented the nineteen spirits of the party, constantly improved and improved the integral system method, and combined the integral system with the creation of the "Three Party branches", and combined with the creation of quality projects of Party building, and striving to achieve greater results.

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