Exploring the Bureaucracy of Student Union in College and University from the Perspective of Organizational Behavior

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Abstract: College student unions are autonomous organizations for self-management, service and education of college students, and they often face some bureaucratic problems in the process of practice. To a certain extent, college student unions are extremely similar to formal organizations of enterprises in terms of organizational structure, promotion mechanism, assessment mechanism and reward, which are important factors for the bureaucratization of college student unions. In order to break through the bureaucratization dilemma of student unions, this paper proposes corresponding solutions to grasp the essential contradictions of college student unions and guide them to be reasonably integrated into the university governance structure.

Keywords: Student Government; Business Organization; Bureaucracy; Organizational Behavior.

1. Introduction
Student unions in colleges and universities are a bridge between the party and the government and a platform for interaction between colleges, teachers and students [1], and almost every college in every university establishes a student union organization so as to assist the college in its daily student work and to better connect the student body with the college. Although unlike formal organizations in general enterprises, student organizations do not have the ultimate goal of making profits and members of the organizations are not paid in return, as of now, student organizations are increasingly developed internally with strict rules and regulations, assessment systems, promotion mechanisms, and hierarchical concepts, which have many similarities with formal organizations in enterprises. However, in recent years, bureaucratic scandals have erupted in many schools' student unions, bringing this organization, which aims to "serve students," into disrepute.

2. Similarities between Student Union Organizations and Formal Corporate Organizations

(1) Organizational Structure
The internal organizational structure of an enterprise is perfect, with a hierarchical chain of board of directors - chairman - manager - ministers - team leaders - department members for information transfer and delegation of authority, while the organization is divided into many departments according to the characteristics and goals of the company's work, and employees are selected to join the departments that suit their individual abilities. The student union also has a perfect organizational structure, which may vary slightly depending on the college, but most of them have a hierarchical chain of presidium - ministers - vice ministers - officers, and set up departments according to the daily needs of the college: office, study department, Marxist-Leninist department, propaganda department, sports department, practice department, etc. Each department is responsible for different tasks and also cooperates with each other, and the teachers in charge of the college delegate tasks to the presidium, which is then further delegated to the departments. The teachers in charge of the college delegate tasks to the Bureau, which further delegates them to individual departments.

(2) Promotion Mechanism
Most employees in business organizations work for promotions and salary increases, and student organizations also have opportunities for promotion, usually with junior students in lower positions and seniors in more important positions, and then a changeover every academic year, with competition among officers, vice ministers, and ministers.

(3) Have regulations and performance appraisal standards
Like corporate organizations, student government organizations have rules and regulations that govern the behavior and speech of members within the student government, attendance at regular events and some routine work. Performance evaluation criteria are used to assess the overall test plus points, which are usually scored by higher level students.

(4) "Compensation"
Although there are no real monetary rewards, student government organizations do bring some hidden rewards to students. Being a student council officer will add points to your resume, and many state-owned enterprises and institutions will give priority to students who have served as student cadres; serving as a student council officer will give you more resources in the college and school, such as advantages in merit evaluation, scholarship points, and qualifications for competition selection; serving as a student council officer also satisfies the vanity of students, and the title of "president" and "minister" and the following of members will satisfy some people's vanity. The title of "chairman" and "minister" and the followers of the ministry will satisfy the vanity of some people.

3. Causes of Student Government Bureaucracy
The previous incident a QQ chat record fire, chat records of a club officer @ senior to ask the meeting time was the
remaining two ministers lecture, said you cannot call the
President for senior, in the group directly @ the President is
also impolite, officers should pay attention to their own
identity and the way to speak. It is no coincidence that the rest
of the universities also broke the news one after another,
saying that they were punished for writing the wrong
minister's name and copied 50 times. This phenomenon of
hierarchical thinking without the concept of classmates and
official atmosphere without student vigor reflects the
vulgarization and bureaucratization of student organizations
[2]. This shows that there are some bureaucratic habits as well
as human bondage in the student union[3], many internal
management levels and tendency to expand, asymmetric
information and inefficient management[4], and diminishing
credibility of the student union organization in the eyes of
students[5]. The student union is supposed to be a collection
of outstanding students, a collective that serves students to
build a platform to improve the academic style of the college,
why are bureaucratic scandals frequent?

(1) Irregular promotion channels
Although the promotion of the student council is based on
performance evaluation, in fact, when choosing the next
student council members, it is usually recommended by the
previous class directly, and this promotion is not only based
on ability, but also factors such as relationship and familiarity.
Therefore, it is also very important to have a good relationship
with the senior cadres, which is very similar to the business
to befriend the boss. Once there is this "up and down" concept,
it breeds the concept of leadership and followers, gradually
making the superior sought after to give birth to the awareness
of the official.

(2) Organizational atmosphere
The university is a microcosm of society, and the period of
working in the student union is also a process for many people
to adapt to the society. As a result, more and more students
think that the student union organization needs to please their
superiors and lead their subordinates, just like the corporate
organization, and that the official level is overwhelming.
There is also a sense of obedience and acting on instructions
from superiors within the organization. The atmosphere of
cooperation, unity and service that student government
organizations are supposed to have has been lost.

(3) Part of the "reward" is vanity
Many students think that being a student leader means that
they are the "red man" beside the teachers and the "boss" of
the college. It is true that becoming a student council leader
will give us more appreciation and opportunities, but if we
cannot wake up in the midst of flowers and applause, we will
develop bureaucracy and think that we are superior to others.

(4) Identity change, immaturity of mind
As we move from high school to college, we change from
students who just study and do problems to individuals who
are freer. Suddenly we become student council officers who
can assign tasks to others and judge their work, and this
change of status can cause immature students to imitate the
behavior of their supervisors in the company.

(5) Inappropriate separation of powers
The bureaucracy is partly due to the excessive and
inappropriate power of the student council cadres. Some
colleges give the power of scholarship evaluation, merit
evaluation and competition qualification recommendation to
the student council, which means that the members of the
student council have a stake in the personal interests of many
students, which makes the cadres of the student council more
“boss” conscious and in a way aggravates the bureaucratic
consciousness.

4. Reform Proposals for Student Union Bureaucracy

(1) Student Union Organizational Culture Guidance
In response to the phenomenon of bureaucracy breeding in
student union organizations in colleges and universities, the
party committees, league committees and instructors of each
college should conduct ideological education to guide the
organizational culture of student unions in a purer direction.
Student union organizations are somewhat informal
organizations, and student union officers are not official
positions, but responsibilities and trusts. It is the majority of
students who confer power and trust on student council
members, and the purpose of student council members is to
serve their peers while improving and exercising themselves.
To develop an organizational atmosphere of cooperation and
dedication within the students, and to be the first to criticize
and educate against the first signs of bureaucracy.

(2) The selection mechanism is open
Since the power of the student council members comes
from the general student body, the election of the president
minister should also follow the views of the general student
body for public presentation and classmate voting to create a
sense of serving the students well in order to get more
development. Likewise in the selection process allow all
students in the college to participate in the election, not put
the election scope on students who are already working in the
student council team, so that other students who are talented
and trusted by the students get the opportunity.

(3) Appraisal system implementation
Although the student union has an internal performance
assessment scoring system, but in the scoring and
comprehensive test to add points is often to evaluate the
feeling to score, not the implementation of the assessment
system, should improve the assessment system in strict
accordance with the system implementation, as far as possible
to exclude subjective factors, but also to a certain extent to
weaken the role of a single person's decision, effectively
weaken the bureaucratic sense.

(4) Delegation of authority
Bureaucracy is also largely due to the excessive power of
student government officials, the college should grasp the
degree, the interests of the majority of students need to be fair
things by the college and counselors to take the lead, the
student government members to assist, but also must be based
on the student government team a certain amount of power,
otherwise it is likely to weaken the enthusiasm and innovation.

(5) Job swap
Although the Student Union is a group, it does involve a
hierarchical chain such as the Bureau - Officer - Vice
Bureaucracy - Officer, and in the daily handling of affairs also by
the Minister to assign tasks to the Vice Minister and officers,
it is easy to form a work and thinking stereotypes, so it can be
appropriate to exchange positions, one can exercise the ability
of students in lower positions, more understanding of the
work of the department, but also to a certain extent to break
the hierarchical stereotypes, and effectively reduce the sense
of bureaucracy.
References


