

Research on Ways to Improve the Quality of College Trade Union Cadres in the New Era

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Abstract: Enhancing the overall quality of the trade union cadre team is a crucial task for university trade unions in the new era. This paper elucidates the necessity of improving the quality of the trade union cadre team in universities in the new era, analyzes the issues existing in the current construction of the quality of the trade union cadre team, and constructs a “four-dimensional integrated” quality model. It systematically enhances the comprehensive capabilities of trade union cadres from four dimensions: basic qualities, professional abilities, management abilities, and development potential. This research provides theoretical support and practical paths for the construction of the cadre team of university trade unions in the new era.

1. Introduction

In the context of the new era, university trade unions shoulder the important mission of safeguarding the legitimate rights and interests of faculty and staff, and promoting educational reform and development. Congress of the All-China Federation of Trade Unions clearly set the goal of “building a high-quality professional trade union cadre team that is loyal, clean, and responsible,” providing clear guidance for university trade union work. As the specific implementers of trade union work, the quality of university trade union cadres directly affects the effectiveness of trade union activities. Therefore, enhancing the quality of the university trade union cadre team is not only an inevitable choice to implement the requirements of trade union work in the new era but also a crucial guarantee for promoting the high-quality development of higher education. Strengthening the construction of the cadre team of trade unions in colleges and universities has become an important part of the modernization of the governance system and governance capacity in colleges and universities in the new era.

2. The necessity of improving the quality of college trade union cadres in the new era

2.1 Implementation of trade union work requirements in the new era

The new era has set higher requirements for the work of university trade unions, and enhancing the quality of the union cadre team is an inevitable choice to implement these requirements [1]. Thought on Socialism with Chinese Characteristics for a New Era clarifies the political direction and mission of trade union work. It requires union cadres to maintain a firm political stance, uphold a

strong sense of responsibility, and adopt advanced working concepts. Only by improving the political qualities, professional abilities, and overall competence of union cadres can we ensure that trade union work always revolves around educational guidelines and the central tasks of university reform and development, effectively safeguarding the legitimate rights and interests of faculty and staff. Therefore, building a team of university trade union cadres who are politically strong and professionally proficient is an important political task entrusted to trade union organizations in the new era.

2.2 Adaptation to higher education reform and development needs

As higher education reform advances, universities face numerous new challenges and opportunities. The trade union, as the “family” of faculty and staff, has its cadre quality directly impacting the effectiveness of union work. Enhancing the quality of the union cadre team is crucial for adapting to the needs of university education reform and development [2]. A high-quality union cadre team can better serve faculty and staff, protect their legal rights and interests, enhance the cohesion and influence of the union organization, and provide strong support for the high-quality development of higher education. It can be seen from this that improving the quality of the trade union cadre team is an inevitable requirement for colleges and universities to cope with the challenges of educational reform and achieve connotative development.

2.3 Requirements for strengthening the self-construction of university trade unions

The quality of trade union cadres directly affects the cohesion and influence of trade union organizations [3]. Enhancing the quality of the trade union cadre team is a requirement for strengthening the self-construction of university trade unions. It helps promote the modernization of the governance system and capabilities of trade union organizations, making their work routine, institutionalized, and standardized. This builds a trade union work system that is widely connected and serves faculty and staff. A high-quality trade union cadre team can better serve faculty and staff, protect their legitimate rights and interests, and enhance the credibility and appeal of trade union organizations. This indicates that improving the quality of the cadre team is an inherent need for university trade unions in the new era to achieve self-renewal and enhance organizational vitality.

3. The problems existing in the quality construction of the trade union cadres in colleges and universities

3.1 Lack of innovation consciousness: the disconnection between theoretical cognition and mission responsibility

Some union officials still adhere to traditional welfare-oriented and activity-based work models, failing to deeply understand the transformation requirements of the new era’s union in terms of “politicity, progressiveness, and mass character.” Some officials lack a systematic understanding of the interconnectivity among the four major functions: maintenance, construction, participation, and education. Especially under the background of building world-class universities and disciplines, they fail to integrate union work with strategic tasks such as academic development and talent cultivation. Most university unions remain at the level of organizing cultural and sports activities, lacking innovative practices in this area, reflecting their lagging response to new development concepts. This situation seriously restricts the innovative development of trade union work in colleges and universities, and it is urgent to break through the existing working mode through concept renewal and practical innovation.

3.2 Weak business ability: the imbalance between policy and regulations and practical skills

The trade union cadre team generally has a tendency to “emphasize experience over theory.” Some cadres lack systematic business training and have an incomplete grasp of the basic theories, policies, laws, and practical operations of trade union work. Especially in areas involving the vital interests of faculty and staff, such as laws and regulations concerning labor rights protection, some cadres’ knowledge reserves are insufficient, affecting the quality and effectiveness of trade union work. Furthermore, the lack of modern service skills like new media application and psychological counseling further undermines the professional efficiency of trade union work. This shortcoming in ability has become a key factor restricting the improvement of the quality of trade union work and must be improved through systematic training.

3.3 Single working method: the dislocation between demand stratification and service supply

The faculty and staff of higher education institutions are characterized by high academic qualifications, senior titles, and high standards. Their needs for trade unions have expanded from traditional welfare benefits to include support for career development, mental health services, and deeper democratic participation in various fields. However, most unions still rely on “inclusive” services such as cultural and sports competitions and holiday greetings, failing to establish precise and differentiated service systems. This makes it difficult to meet the diverse needs of faculty and staff, leading to insufficient appeal and influence of union work. This situation of mismatch between supply and demand requires trade unions to innovate working methods and build a multi-level and personalized service system.

3.4 Part-time dilemma: role conflict and contradiction between professional development

Most university union officials are part-time, often concurrently serving as teaching and research backbone staff or administrative personnel. They primarily focus on their core responsibilities in teaching, research, and management, with limited time dedicated to union work, leading to a scattered focus of energy. This “dual role” model results in role conflicts: on one hand, part-time officials find it difficult to devote sufficient time to studying union theory and designing long-term mechanisms; on the other hand, the performance of union work is not incorporated into the title evaluation and position assessment system, weakening their professional identity. This part-time phenomenon makes it hard for union officials to delve deeply into union work, affecting the systematic and sustained nature of union activities.

4. The ways to improve the quality of college trade union cadres in the new era

In order to comprehensively improve the quality of the trade union cadres in colleges and universities, this paper constructs a “four-dimensional” quality model, which systematically improves the comprehensive ability of the trade union cadres from four dimensions: basic quality, professional ability, management ability and development potential.

4.1 Basic qualities

Basic qualities form the foundation for union officials to carry out their work, primarily including political stance, professional ethics, and service awareness. Union officials must firmly uphold their political stance, enhance the “Four Consciousnesses,” strengthen the “Four Confidences,” and achieve the “Two Upholds.” By regularly organizing political theory study sessions, specialized

lectures, and discussion activities, the political literacy and theoretical level of union officials can be improved [4]. At the same time, union officials should possess noble professional ethics, ensuring integrity and impartiality. In their work, they must strictly adhere to the union charter and relevant laws and regulations, safeguarding the legitimate rights and interests of faculty and staff. Additionally, union officials should firmly establish a people-oriented work philosophy and service awareness, engaging deeply with the faculty and staff to understand their needs and demands, effectively protecting their legitimate rights and interests. Through conducting surveys, seminars, and other activities, they can strengthen ties with faculty and staff, enhancing the relevance and effectiveness of union work. The improvement of basic qualities is the fundamental guarantee for the construction of the trade union cadre team and must be constantly pursued. Therefore, relevant systems should also be established as guarantees, such as the “Trade Union Cadre Contact Card” system, where each cadre is assigned to contact several teaching and administrative staff at fixed points. We need to conduct the annual assessment of “Satisfaction with Trade Union Services” and integrate the assessment results into the performance evaluation of cadres.

4.2 Professional competence

Professional competence is the core of union officials’ duties, primarily including policy interpretation, legal rights protection, and communication coordination. Union officials enhance their policy understanding through methods such as organizing policy interpretation training sessions and specialized lectures, which help them better interpret and apply policies to faculty and staff. They regularly organize legal knowledge training, inviting legal experts for lectures to familiarize union officials with labor laws and regulations, thereby improving their legal literacy and rights protection capabilities. The trade union should establish a ‘Trade Union Legal Counsel Studio’ to provide regular consultation services for faculty and staff. Union officials also possess excellent communication and coordination skills, enabling them to effectively manage relationships and address practical issues faced by faculty and staff. Through simulation exercises and case analysis, their communication and coordination abilities are further enhanced [5]. In conclusion, the improvement of professional capabilities is the key to enhancing the quality and efficiency of trade union work, and a long-term training mechanism must be established.

4.3 Management ability

Management skills are the guarantee for union officials to advance their work, primarily including resource integration, team building, and project execution. By establishing resource pools and fostering collaboration, the ability of union officials to integrate resources is enhanced, encompassing the consolidation of human, material, and financial resources, providing strong support for union activities. Meanwhile, it is necessary to establish a standardized and information-based resource management system, and continuously enhance the resource coordination ability of cadres through practical training. By regularly organizing team activities, training and other means, such as holding the “Trade Union Cadre Team Building Training Camp”, and strengthening team collaboration through forms such as expansion training and scenario simulation; Establish a “master-apprentice pairing” training mechanism, promote the inheritance of experience between new and old trade union cadres and other forms to enhance team cohesion and combat effectiveness, and cultivate a high-quality trade union cadre team. In terms of project management skills, through project management training and practical exercises, the capability to execute projects is improved, enabling union officials to effectively plan and implement various union activities.

4.4 Development potential

The potential for development is the driving force behind the continuous growth of union officials, primarily encompassing learning capabilities, innovative thinking, and strategic vision. By establishing learning-oriented union organizations and promoting self-study activities, a positive learning environment can be created, enabling union officials to continuously update their knowledge structures and develop strong learning abilities [6]. Union officials should possess innovative thinking, capable of exploring new ideas and methods for union work based on practical needs. Through innovative approaches and the use of modern information technology, they can better meet the diverse needs of faculty and staff, enhancing the effectiveness of union work. For instance, online activities can be carried out by leveraging the “Internet+” model, and the work of trade unions can be publicized through new media tools such as Wechat official accounts and short-video platforms, thereby enhancing the appeal and coverage of trade union activities. Finally, through strategic management training and participation in school development plans, union officials can enhance their strategic vision and planning capabilities, enabling them to plan for the long-term development of union work from a holistic perspective.

5. Conclusion

The new era has set higher requirements for the work of university trade unions. Enhancing the quality of the union cadre team is a crucial guarantee for promoting innovative development in union work and serving the cause of higher education. By constructing a “four-dimensional integrated” quality model, which covers basic qualities, professional abilities, management capabilities, and potential for development, we can systematically improve the comprehensive abilities of union cadres. This can effectively enhance the cohesion and influence of union organizations, contributing to the high-quality development of higher education. University union cadres should seize the opportunities of the new era, continuously learn, be bold in innovation, and strive to become a high-quality cadre team that is politically steadfast, professionally excellent, and with fine conduct.

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