

Principal Responsibility System under the Leadership of the Party Committee of Higher Vocational Colleges

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Abstract: As the palace of pursuing new knowledge and ideas, Higher Vocational Colleges(HVC) have always been a place of active thinking, freedom and democracy. If other leadership systems are tried out in Colleges and universities, it may cause disputes in Colleges and universities, and then cause chaos in Colleges and universities, which will inevitably lead to social chaos. This is obviously disadvantageous to the already contradictory society. Therefore, this paper believes that the current university must adhere to the PRS under the leadership of the Party committee. This paper first briefly introduces the principal responsibility system(PRS) under the leadership of the Party committee, then discusses the establishment and improvement of the supporting system of the PRS under the leadership of the Party committee, and puts forward some suggestions on how to implement the PRS under the leadership of the Party committee; Finally, spss22.0 software is used to conduct a questionnaire survey on the views and evaluations of the staff and students of University A on the supporting system of the PRS under the leadership of the Party committee. The results show that there are problems in the operation efficiency of the leadership system of University a. the internationalization level of University a is relatively high, and it is greatly influenced by western culture, which makes the operation efficiency of the mechanism decline and needs to be continuously improved. It verifies that it is inevitable to implement the PRS under the leadership of the Party committee, and to adhere to and improve the PRS under the leadership of the Party committee.

1. Introduction

At present, China has entered a new period of further improving the socialist market economy. Opening up has been further deepened in both depth and breadth. It has become the goal of many enterprises, companies, and even schools to be in line with international standards. After the founding of the people's Republic of China, a hundred things were waiting to be done. The PRS was implemented in Chinese colleges and universities. Some schools had a wave of students, causing chaos in the schools and social instability. The party and the government realize that at present, we must continue to uphold and strengthen the leadership of the party in colleges and universities. Therefore, this paper studies and analyzes the supporting system of the PRS under the leadership of

the Party committee of HVC.

Many scholars at home and abroad have analyzed the supporting system of the PRS under the leadership of the Party committee of HVC. Mkhasiberg discussed the life experiences and views of displaced principals in two regions of KwaZulu Natal province in South Africa. The data collection tool of this qualitative research is a semi-structured personal interview, which interviewed six dismissed principals in each region. The topic analysis of the data is carried out by using the interpretative paradigm to generate the topic of discussion results. The survey results show that corruption and the struggle for leadership successors are the main reasons for the resignation of some school principals [1]. Khanyijp uses qualitative research methods to explore the role of principals in the construction of post primary teacher leadership. The research results show that principals play a fundamental role in creating opportunities for teacher leadership development after the first level. These opportunities include setting up committees to let people understand the prospects of early leadership practice, guidance and coaching, and providing leadership training and development according to the results of the comprehensive quality management system evaluation system authorized by the Ministry of Education [2].

The PRS under the leadership of the Party committee is conducive to the realization of the goal of running the university according to law. The PRS under the leadership of the Party committee is a leadership system of colleges and universities in the form of law, which must be adhered to at present. This leadership system not only ensures the leadership of the Party committee, but also fully respects the legal person status of the president. As the decision-maker of major issues of the University, the Party committee must enhance the legal awareness and strengthen the legal concept. Only in this way can the decisions made meet the needs of the party, the state, and the University. We must constantly improve this leadership system according to the development and requirements of the times [3].

2. Supporting System of PRS under the Leadership of the PC of HVC

2.1 Characteristics of the PRS under the Leadership of the Party Committee

The ruling position of the party determines that the party's leadership over socialism with Chinese characteristics is comprehensive, including not only politics, economy, and military, but also culture, science and technology and social undertakings. Of course, this kind of leadership is not the sole agency, but the guidance and support. Therefore, the leadership and ruling position of the party in China determines that colleges and universities must accept the leadership of the party.

The PRS under the leadership of the Party committee must be consistent with the party in its guiding ideology. Colleges and universities are a place for talents to gather, a temple of ideological contention, and the fastest place to accept and spread new knowledge. The main body of colleges and universities is a group of intellectuals with teachers and students as the main body, which is the group with the most active thoughts and high enthusiasm for political participation. It is common for different academic views and different schools of thought to argue, but if there is no unified and correct guiding ideology, this debate will also bring negative effects. The tortuous development history of colleges and universities has profoundly demonstrated this point. If the guiding ideology of colleges and universities is correctly unified, the cause of colleges and universities will achieve great development. On the contrary, there will be setbacks. The following Figure 1 shows the composition of the power system of university presidents in China.

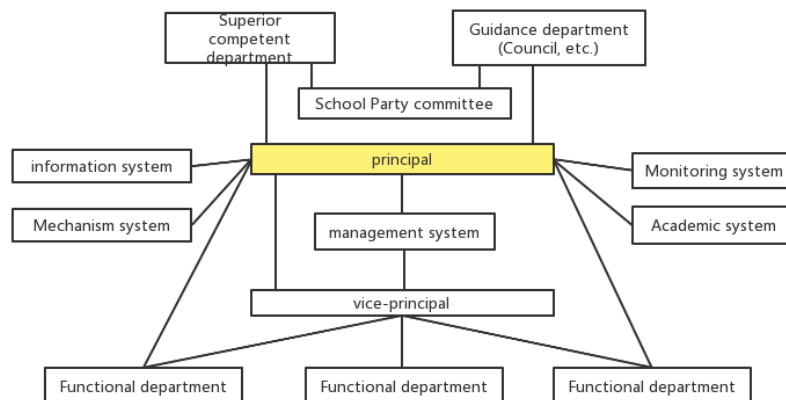


Figure 1: Constitution of the power system of university presidents in China

2.2 Establish and Improve the Supporting System of the PRS under the Leadership of the Party Committee

A good leadership system must be complemented by perfect supporting systems to achieve. If there is no supporting system to guarantee, the role of the system is difficult to give full play, and even will go to the opposite. Therefore, to adhere to and improve the PRS under the leadership of the Party committee, we need to pay attention to the improvement of our own system at all times, to lay a solid institutional foundation for the realization of the coupling of Party committee leadership, president responsibility, professors' scholarship and democratic management. Among them, adhering to the core leadership position of the Party committee focuses on improving the deliberation and decision-making system, implementing the president's exercise of authority according to law, focuses on improving the communication and coordination system, stimulating endogenous motivation, improving the quality of running a school, improving the reasonable authorization system, strengthening democratic construction, building a harmonious campus, and improving the supervision and accountability system [4-5]. Establishing and perfecting these four supporting systems to form a governance pattern of using systems to manage power, affairs and people is an implementation path to fundamentally adhere to and improve the PRS under the leadership of the Party committee.

The leading group of the party and government is just like the headquarters on the battlefield. It is the leading core of all work in colleges and universities. The organizational structure and comprehensive quality of the leading groups play a key role in the implementation of the system. Therefore, strengthening the construction of the party and government leadership is related to the stability and development of higher education.

2.2.1 Decision Making System

The party's leadership over colleges and universities focuses on decision-making, and the president's responsibility to the Party committee focuses on implementation. The effective implementation of the reform and development policy of colleges and universities should be based on scientific decision-making, which should be guaranteed by the scientific decision-making mechanisms. To establish and improve a scientific and efficient decision-making system, we need to gradually improve it from many aspects and levels.

First of all, it is necessary to establish and improve the pre research and decision-making system

for major issues, which are related to the reform and development of colleges and universities. We can solicit opinions from the majority of college students and teachers and other objects through the two generations' meeting, the publicity of party affairs, the publicity of school affairs, and other channels. Through this form of pre research, we can fully mobilize the enthusiasm of the majority of college students and teachers to participate in politics; on this basis, second, we should establish and improve the system of in-depth investigation and research. Before the Party committee makes a decision, we should regularly hold mass symposiums, and widely contact professionals, non party people, and retired teachers. We should pool our wisdom, conduct research, consultation, expert demonstration, etc. on the content of the decision, and fully discuss and brew; finally, establish the rules of procedure and decision-making division of labor system to avoid the phenomenon of "decision without discussion" and "decision without decision" [6].

The conference is the most basic form for the Party committee of colleges and universities to make decisions. It mainly includes the "four meetings", namely, the Standing Committee of the Party committee, the president's office meeting, the Party member congress, and the faculty Congress. To ensure the scientific and efficient decision-making of the Party committee at the meeting, it is necessary to establish and improve the meeting system to standardize and clarify the meeting time, participants, resolution, scope, rules of procedure, methods of procedure and procedures. To restrain or avoid the random decision-making phenomenon in the meeting, the following specifications should be made for the meeting: first, matters that are not fully brewed and prepared before the meeting shall not enter the final decision-making process of the meeting; secondly, each department should prepare one or more decision alternatives and send them to the main participants in advance for their familiarity and consideration; Finally, for the final decision-making scheme, the participants should clearly express their opinions, and have the right and obligation to put forward modification and supplement opinions or objection and veto opinions, and truthfully make relevant meeting minutes [7-8].

Do a good job in pre review of meeting topics. Relevant review information shall be indicated on the issue solicitation form for the comprehensive evaluation of the main leaders. The written materials for the topics of the meeting shall be carefully prepared. The topics with incomplete materials shall not be presented at the meeting. In principle, the materials submitted to the meeting for decision-making shall have key elements such as event background, description, work progress, investigation and research, alternative programs, and matters requiring school support. If the funds are involved, the project budget shall also be submitted.

Explore mechanisms for full communication and progressive decision-making. Encourage the collision of ideas in the decision-making process, so that the topics can be really discussed in depth. In practice, meetings can be divided into "decision-making oriented" meetings, such as the Standing Committee of the Party committee and the university affairs meeting, and "policy oriented" meetings, such as consultation meetings, retreats, strategic seminars, etc.

2.2.2 Communication and Coordination System

In the internal governance of the University, correctly handling the relationship between "Party committee leadership" and "president responsibility" and promoting the harmony between the party and the government through the communication and coordination system is a key element for the effective operation of the PRS under the leadership of the Party committee.

It is necessary to establish and improve the decision-making communication system, not only to communicate regularly, regularly, and at fixed points, but also to communicate in a diversified and multi-level manner, including the communication between the Secretary of the Party committee and the president, the Secretary of the Party committee and the members of the Party committee, the president and the vice president, and the decision-making level and the executive level. The

communication between the party and government groups in colleges and universities is not simply for communication, but for making more scientific and reasonable decisions. For major issues that need to be collectively decided, they should be prepared and fully communicated with relevant leading group members in advance, enhance understanding in the heart of the discussion, deepen trust in understanding, and actively create a good atmosphere of unity and cooperation.

Therefore, appropriate, appropriate, and effective communication methods should be selected. The members of the leading group should also carry out "three communications" in an all-round way, that is, ideological communication, information communication, and work communication. In this way, it not only avoids the intensification and openness of contradictions, but also helps to cultivate a harmonious atmosphere for leadership, and is more conducive to the formation of a scientific and efficient decision-making.

Establish a communication and coordination system among leading groups, functional departments, and teachers and students at the grass-roots level. The leaders in charge of the University shall strengthen the communication and coordination with their own departments in charge. If they fail to reach an agreement, they shall not submit issues to the whole (standing) Committee of the Party committee or the president's office meeting (University affairs meeting). Specific functional departments should strengthen communication with grass-roots units and teachers and students, seek coordination in differences, seek consensus in differences, and try to reach "overlapping consensus" to the greatest extent [9].

We will establish a broad system of connecting with the masses. Teachers and students are the main body of the school. All activities of the school take teachers and students as the axis. The major decision-making and management activities of the school should consider the vital interests of the masses and safeguard the legitimate interests of the masses. This requires the establishment of a broad system of contacting the masses, the full concentration of the wisdom of the people, and good investigation and research. It is necessary to give full play to the role of various functional departments and widely absorb teachers, students, and employees to put forward construction and opinions on the school's decision-making and management activities, to ensure the correctness and rationality of the decision-making. Only in this way can the PRS under the leadership of the Party committee be truly implemented.

2.2.3 Reasonable Authorization System

The internal governance of modern universities involves both horizontal and vertical aspects. The horizontal should coordinate the relationship between different power subjects, and the vertical should coordinate the relationship between schools and departments. To uphold and improve the PRS under the leadership of the Party committee, it is necessary to balance the rights, responsibilities, and interests of all aspects of university governance through reasonable authorization. From a horizontal point of view, it is necessary to fully authorize the academic committee to promote the realization of "professors' Scholarship". We will protect professors' academic rights in the academic field and fully mobilize their initiative and enthusiasm in academic research. From a vertical perspective, it is necessary to fully authorize the colleges and departments to promote the downward shift of the management focus. At present, the complexity and difficulty of the centralized management of schools are becoming greater and greater. Colleges and departments must assume greater main responsibilities, give full play to the autonomy and enthusiasm of colleges and departments, and stimulate the vitality of grass-roots organizations. Improve the basic system and resource allocation of colleges and departments, so that they can truly assume the corresponding rights and responsibilities, and form a college and department management system with unified rights, responsibilities and interests, reasonable resource allocation, smooth mechanism operation, and strong democratic supervision [10].

2.2.4 Supervision and Accountability System

(1) Establish and improve the accountability system.

Colleges and universities should establish and improve the accountability system according to the actual situation and characteristics of their own management, formulate or revise the "detailed rules for the implementation of the accountability system for party and government leading cadres in Colleges and universities", form a flexible and efficient error correction mechanism and improve the supporting accountability mechanism. The accountability mechanism in colleges and universities should be effectively implemented, and the executive power of accountability should be improved in strict accordance with its standards, to ensure that there are responsibilities and mistakes that must be corrected.

(2) Improve the information disclosure system.

We will establish and improve an open and transparent system for party and government affairs. The premise of supervision is openness. Otherwise, we will operate behind closed doors and have no way to supervise. Colleges and universities should take the initiative to announce the implementation of the PRS under the leadership of the Party committee to teachers, students, and staff, broaden the supervision channels, and actively play the role of mass supervision and public opinion supervision of democratic parties, non party personages, teachers, students and retired veteran cadres. Make public announcements of major issues and problems related to the reform and development of the school, report good news, report bad news, and report the facts, urge the people inside and outside the party to understand and actively participate in the supervision work, and set up the public opinion box and reporting telephone, to implement the mass supervision.

(3) Strengthen the democratic supervision system.

Give full play to the supervisory power of teachers, students and staff, mass organizations, democratic parties, alumni associations, and other groups, and comprehensively investigate and analyze the implementation effect of the PRS under the leadership of the Party committee. Establish and improve the system of democratic appraisal and inner-Party life meeting. Through regular democratic consultations, symposiums, or small-scale heart to heart talks, we will promote leading cadres to consciously conduct self-examination and mutual examination, and give full play to the role of representatives of the teachers' Congress in the evaluation of school organs and departments, the selection and competition of middle-level cadres and other matters. The more perfect the supervision mechanism, the more democratic and scientific decision-making and the implementation effect of decision-making can be ensured [11]. To improve the supervision mechanism, the Party committee should accept the supervision both inside and outside the party; accept both the collective supervision of Party organizations and the individual supervision of Party members and the masses; The Party committee not only supervises the Party committee from all aspects, but also supervises the cadres and grass-roots organizations, forming a benign interactive supervision mechanism of coordination between the upper and lower levels and the combination of all parties.

2.3 Implement the PRS under the Leadership of the Party Committee

(1) Strengthening the construction of leading groups

The leading group plays a vital role in the stability and development of the school. To strengthen the construction of leading bodies and improve the quality of leading cadres, efforts should be made in the following aspects. Leaders in colleges and universities should have a clear mind, be good at implementing the party's lines, principles and policies in colleges and universities, and become qualified politicians. Secondly, the professional quality, especially the party secretary and the president, must become educators and experts in a certain field. Leading cadres in Colleges and

universities should strengthen their personal cultivation, have the concept of the overall situation and the awareness of the overall situation; be open-minded and have a democratic style; it is not a day's work for leading cadres in colleges and universities to possess the four qualities, which must be gradually formed in learning and practice. As a system and an organization, if it wants to give full play to its overall efficiency and group advantages, the leading group must scientifically and reasonably allocate various elements among its members. Only in this way can we make the best use of people.

(2) Strengthen system construction

Strengthen the supervision mechanism and establish the accountability system. The PRS under the leadership of the Party committee contains the deep meaning of mutual cooperation and support between the party and the government, as well as mutual restriction and mutual supervision in the system design, to avoid the phenomenon that the Party committee leads everything, substitutes the party for the government, or the president decides everything and leaves the Party committee. Therefore, we must strengthen supervision and strengthen the supervision of the Discipline Inspection Commission of colleges and universities on the power of the party and government. Supervise Party members and leading cadres who violate discipline. In addition, we should also establish a system of accountability. For major decision-making mistakes, we should not be reconciled, be unclear about our responsibilities, and shift blame to each other; not all of them can be regarded as mistakes of collective leadership. Mistakes of collective leadership often lead to the phenomenon that there are no mistakes in the collective. We must clarify the responsibility. If the decision is wrong, the Secretary of the Party committee should bear the main responsibility; if it is a mistake in execution, the principal should bear the main responsibility; it is the fault of the leader in charge, who shall bear the main responsibility. Only in this way can we avoid arbitrary decision-making and blind decision-making.

(3) Insist on running the school according to law and teaching by professors

The higher education law stipulates the functions and powers of the president in detail, which provides a legal guarantee for the president to administer and run the university according to law. To truly manage the university according to the law, we must formulate rules and regulations that are in line with the reality of the University under the framework of the higher education law. To formulate such rules and regulations, we must work together. Teachers and students are the main body of the school, and the main carrier of implementing regulations. Therefore, the regulations formulated must first conform to the interests of the majority of teachers, students, and employees, which requires the Party committee and the administration to fully conduct investigation, research, and demonstration when formulating the regulations, to reflect the public opinion to the greatest extent, not just for the convenience and interests of the leaders. The detailed rules and rules of procedure concerning the work of the Party committee should be formulated with the participation of all members of the Party committee, and should not be replaced by the Secretary of the Party committee or the Standing Committee [12].

3. Research Methods of the PRS under the Leadership of the Higher Vocational Party Committee

3.1 Research Methods

This paper adopts the online questionnaire survey method to conduct a questionnaire survey on the views and evaluations of the staff and students of a university on the supporting system of the PRS under the leadership of the Party committee. The questionnaire star was mainly used to distribute the questionnaires online. A total of 285 questionnaires were distributed online. Because there will be a small reward after filling in the questionnaire, the efficiency of the recovered

questionnaire is 100%.

3.2 Data Processing and Analysis

In this paper, spss22.0 software is used to count and analyze the questionnaire results, and t-test is performed. The t-test formula used in this paper is as follows:

$$t = \frac{\bar{X} - \mu}{\frac{\delta X}{\sqrt{l}}} \quad (1)$$

$$t = \frac{\bar{X}_1 - \bar{X}_2}{\sqrt{\frac{(n_1 - 1)m_1^2 + (n_2 - 1)m_2^2}{l_1 + l_2 - 2} \left(\frac{1}{l_1} + \frac{1}{l_2}\right)}} \quad (2)$$

Where formula (1) is a single population test, which is the average number of samples, δ Is the standard deviation of samples, and l is the number of samples. Formula (2) is a double population test, and the sum is the variance of two samples, and the sum is the sample size.

4. Experimental Test Analysis

The PC is in the leading position of taking the overall situation into account and coordinating all parties. The administration mainly accepts the leadership of the PC and is responsible to the PC first. After the PC makes a decision, the rest is basically handled by the administration. Therefore, the efficiency of administrative execution has a great impact on the operation efficiency of the entire leadership system. When asked about the evaluation of the operation of the PRS under the leadership of the University awareness Committee, in order to understand the perception of the staff and students on the operation of the overall leadership system of the University, this paper conducted a questionnaire survey on the views and evaluation of the staff and students of the school on the supporting system of the PRS under the leadership of the Party committee. The test results are shown in Table 1 and Figure 2. The following questionnaire data can explain that the efficiency of the leadership system of the university A needs to be improved:

Table 1: Views and evaluation on the operational efficiency of the PRS under the leadership of the Party committee

View of health				
	good	commonly	Not good	unclear
Faculty	22.21%	44.48%	7.39%	25.93%
student	0.00%	33.00%	0.00%	67.00%
Evaluation of operation status				
	high	Relatively high	Not high	unclear
Faculty	0.00%	33.33%	37.01%	29.66%
student	19.00%	18.00%	23.00%	40.00%

It can be seen from the above chart that most of the faculty and staff think that the operation status is average, and 7.42% of the faculty and staff even feel bad about the operation of this system. Looking at the views on the operation efficiency, 37.01% of the faculty and staff think that the operation efficiency is not high. This option appears most frequently among all options, which indicates that the operation efficiency of the leadership system of University A has problems and

needs to be continuously improved.

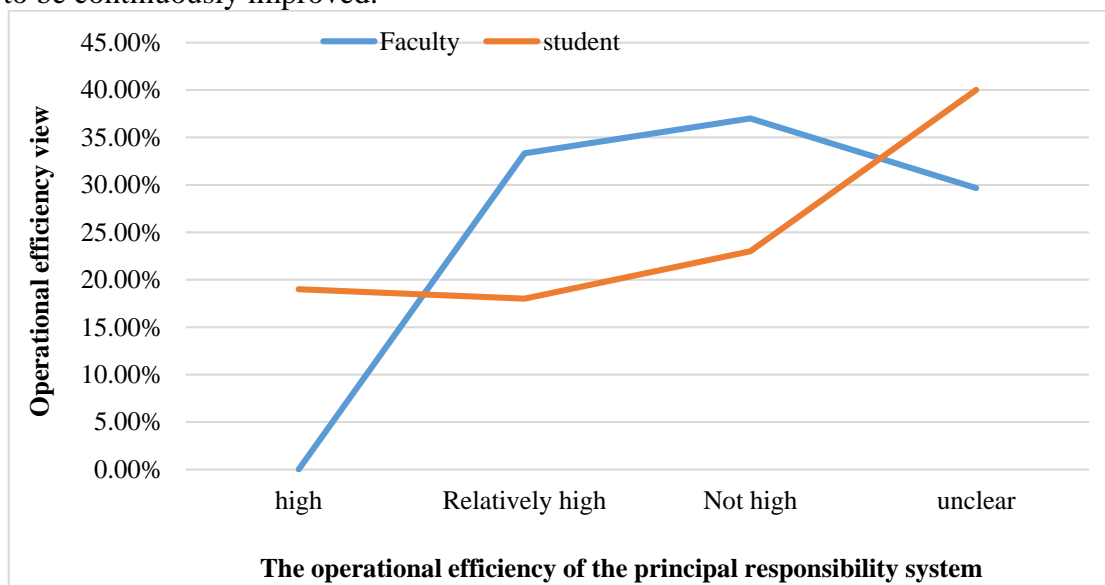


Figure 2: On the operational efficiency of the PRS

The reasons for this problem can be analyzed from two aspects. First, the decision-making cycle is long, especially when dealing with some problems related to the interests of the teaching staff. The length of this process has a great impact on the satisfaction of the teaching staff with the operation. If a problem takes a long time to be solved, it will make the teaching staff get the conclusion that the operation efficiency is not high. Secondly, as mentioned above, the University A has a high level of internationalization, and many faculty members' thoughts are greatly influenced by western culture. It is inevitable to encounter resistance when the university implements some party policies, which also reduces the operation efficiency of the mechanism. Therefore, it is inevitable to implement the PRS under the leadership of the Party committee, and to adhere to and improve the PRS under the leadership of the Party committee.

5. Conclusions

The connotation of the university leadership system of the PRS under the leadership of the Party committee is very rich. We must study hard and understand deeply. At the ideological and theoretical level, the understanding of the PRS under the leadership of the Party committee is not deep enough, and there is even a wrong understanding of how to coordinate and deal with the balance between academic power and administrative power, the relationship between the party's management of cadres and the appointment system, and the relationship between the Party committee, the Secretary of the Party committee and the president. At the practical level, some colleges and universities have different degrees of problems, such as weak overall combat, effectiveness and cohesion of the Party committee and administrative team, insufficient coordination between the two "top leaders" of the party and government, poor unity, poor decision-making mechanism, unclear rights and responsibilities, etc. This paper chooses this profound topic for research, hoping that through this research, people can correctly recognize the problems existing in the operation of this system, and avoid and improve them in practice. Due to my limited theoretical knowledge, lack of relevant practical experience, the research on improvement measures is not detailed enough, and the research depth of this paper still needs to be further expanded.

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