

Exploration and Research on the new model of teacher management of universities in China

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Abstract: In recent years, with the rapid development of higher education of China, the number of teachers continue to grow, disadvantages of traditional management mode has become increasingly evident. The introduction of modern management mode, set up a perfect teaching management system, establish a "Teacher centered" management philosophy, which can improve the level of management of university teachers and provide a powerful guarantee for the cultivation of high-quality talents.

Key words: teacher management, people-oriented, flexible management

At present, the reform of higher education is in a new period of historical development, on the one hand is changing from planned economy to market economy system, provides free space for the development of universities; on the other hand, universities are faced with how to adapt to the needs of the society and the market through its own reform. The teacher is the subject of education and the soul of University, is the core competitiveness of universities, especially in the background of constructing a harmonious society, only to establish "Teacher centered" management philosophy, constantly innovate management mode of teachers, to improve the management level of university teachers in order to adapt to the social environment changing so as to cultivate innovative high quality talents.

1 The drawbacks of traditional management model of college teachers are becoming more and more obvious, the era calls for the innovation of the management mode

1.1 mechanization of management system

After the reform and opening up, the scientific management theory has been introduced into our country, under the impetus of this wave, China's universities began to enter the "material centered" scientific management era.^[1] The influence of the scientific management ideas, the college conducted a comprehensive reform promotion, and the evaluation work of Teachers' professional title, also has a rigid index, these index have quantity requirements also have quality requirements, which means a new stage of management of university teachers to quantitative management. Practice has proved that this kind of management mode and experience management, is indeed a big step forward, so that the scientific management of universities has increased, the efficiency of management significantly enhanced.^[2] However, this kind of management pattern of the inherent defects with the passage of time and the development of the times, has been gradually revealed, because it is in essence a kind

of management mode for manual invention, coupled with the impact of the traditional culture and the generalization of the socialist collectivism, most of China's current teacher management system is hard management of traditional "restrictions and fetters" and "ration", teacher management and administration, strengthen the management of power management system, one-sided emphasis on the characteristics, ignore the psychological needs of teachers, lack of teachers' individual survival and development concern, did not reflect the humanism management ideology.^[3]

1.2 backward management concept

For a long time, the manpower is regarded as the cost, the focus is how to reduce the cost, the management task is to control the cost, to obtain maximum benefits with the least human input, management is the core of this thing, what management concept of teachers team construction in universities in China has played a certain role in promoting. But with the development of social economy and the progress of the times and the drawbacks of this management concept have gradually emerged, because it ignores morality, quality, practice and other aspects of capacity requirements, special to the University Teachers' achievement is seldom considered, evaluation index is too single, and it is questioned by people, while for the normal flow of personnel, lack of scientific understanding, too much emphasis on the stability of the team, leading to the elimination mechanism and the appointment system don't work.

2 the specific ways to innovate the management mode of teachers in Universities

2.1 introduction of modern human resources management model, establish and improve the management mechanism of teachers in Universities

Modern human resources management take human as the resource, which is the most subjective and dynamic resource. ^[4]Attention is how to meet the multi-level needs of the individual, how to play the initiative and creativity of the people. Widely used in natural science and the theory of engineering technology, a large number of quantitative statistics and mathematical analysis method, with the help of computer and office automation tools, combined with organizational behavior, sociology, psychology and other humanities and social science management theory, is a combination of scientific rationality and humanistic spirit in modern management theories.

Teaching management in universities must establish a set of perfect management mechanism, especially to establish a hierarchical incentive mechanism, from spirit to material, from hardware to software, from time to space, from management to development, maximize meet the needs of the survival, development and self-realization. Universities should according to the different types and levels of teachers, formulate scientific and reasonable performance appraisal system, combining qualitative and quantitative assessment, objective and fair, seeking truth from facts to evaluation for teachers' work, management of universities can use team cooperation mode, through the multifactor way of cooperation, communication and coordination. The scientific evaluation and judgment of the effect of various educational activities and the level of running schools can effectively improve the

work, the implementation of team interaction of human resources. Keep the rational flow of team members, to break the jobs for life, give full play to their maximum potential. There is a certain collaboration relationship between team members, in order to ensure the implementation of team goals, which must needs the joint efforts of all staff, which requires the teachers' personal characteristics, ability, specialty differences in many aspects, from the perspective of both teams and individuals, to ensure the reasonable optimal allocation of human resources within the team.

2.2 To set up the management idea of "teachers as the basis" and realize the humanistic management

Humanistic management that is "people-oriented" management idea, is the embodiment of the essence of modern organization management, it emphasizes the people's subjective position and leading role in the organization, and emphasize on how to give full play to people's enthusiasm, initiative and creativity to implement the management activities. In teaching management of universities is "teacher-oriented". That is, in the process of teacher management embodies the concept of people-oriented, focus on the use of flexible and dynamic management, design a diverse and challenging environment. pay attention to the development mode to enhance human intelligence, through education, training, education, research and development to develop, mining the potential of teachers, stimulate people's vitality, so as to improve the working performance of the teachers, it can implement the management of people, and improve the management efficiency into the group of teachers, listen to their opinions and suggestions, understand their personal development goals, and to maximize the development goals of individual teachers and school overall development goals together, realize the unification of the two.

We should respect teachers, concerned about them, create conditions to meet the reasonable demands of teachers in the era of people-oriented management. Management level is that, found each teacher's different strengths and talents, if managers can find the maximum value of them, timely give affirmation and encouragement, at work, relying on them and support them fully authorization, making them feel that they are in the leading role, in order to give full play to their talents, to show their strengths; support them in learning, and enable them to get further learning and improve the chances of initiative, enthusiasm and creativity so as to fully mobilize the enthusiasm of teachers.

2.3 Apply flexible management model to achieve target management

The management is a science, is also an art, modern management pay more attention to human freedom, emotion, existence and value, pay more attention to mutual respect and understanding, communication and trust between people, the management of college teachers also emphasizes the science and art of the era of knowledge economy has come, education environment and requirements is also undergoing profound changes, relying on the rigid management pattern has been unable to adapt to the changing external environment, especially in the context of building a socialist harmonious society, a vibrant, creative and harmonious relationship between people of the university internal management system is not only

rational analysis, institutional constraints, management model to achieve its normal operation, flexible management has attracted more and more attention.

The so-called flexible management is based on psychology and behavior of the research on the use of non-mandatory, in people's minds have a potential convincing, the organization will become the conscious action of the personal management, the most outstanding characteristic is to rely on the psychological process of people, rely on each employee initiative, heart to stimulate the inherent potential of deep and creative spirit, when the organization norms for staff awareness consciousness. Organizational goals into the spontaneous action of employees, will produce the internal driving force and self-discipline is huge, unlike the rigid management pattern in the past from top to bottom, the strict division of functions, layers of supervision and control, flexible management staff awareness and understanding of organizational behavior based on the standard rules and regulations, organizations rely on common value orientation and psychological and cultural atmosphere, so that employees in the Cultural Road In addition, there is an invisible constraint in the code of ethics and code of conduct, which leads to self-control and self-management.

Objects of the management of university teachers is the teachers in universities, they generally high quality, strong ability to understand, fully application of flexible management pattern, the management norms consciously know as a teacher, the school targets into teacher's spontaneous action, it will produce a great inner driving force, is helpful to realize the goal of school management.

2.4 pay attention to creating a harmonious atmosphere, practice "management is service"

From the perspective of modern management, the management of art is the art of service, management culture is to serve the culture. To improve management, we must change the "manager" as "service provider". With the gradual development of the internal management system reform in Chinese Universities, the traditional management system, which is characterized by heavy management and light service, has been transformed from passive to active service, from the past single "manage" into a diversified, multi-level, all-round service.

In order to implement the idea of "management is service", the idea must be first, because the concept decides the attitude, the attitude decides the behavior, and the behavior decides the final service quality. Management workers should further deep understanding the nature of the service, to really establish the concept of "public servants" to teachers and school development, clear management workers and teachers are not pure sense of the "manage" and "managed" relationship, but the relationship between "serve" and "being served", so as to further establish a sense of service, the formation of school teachers are the main body consensus, and the service consciousness throughout the actual work, but also in-depth investigation and research into grassroots, listen to the teachers' opinions and suggestions, constantly improve the level and quality of service, to meet the reasonable requirements of multi-level teachers through a variety of ways, to create a harmonious learning environment for teachers, to create a lasting good organization atmosphere.

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