

A Study on the Humanistic Concept of University Teaching Management

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Abstract: *The teaching management of colleges and universities must conform to the needs of the development of the situation and carry out reform. The concept of "people-oriented" as the leading, the implementation of humanistic care for students, the construction of personality development platform has become the mainstream of the current university teaching management. The formation of humanistic concept needs to be based on the high understanding of teachers and students, so it is necessary to fully mobilize the enthusiasm and creativity of teachers and students, train professional management team, scientifically implement teaching management, build a harmonious campus atmosphere, so as to truly let the humanistic management take root in the university teaching management.*

Keywords: *university management; Teaching management; Humanization concept*

1. Introduction

Nowadays, the wide application of humanism in the field of education points out a new direction the development of university education management. Colleges and universities should focus on the scientific application of the concept of humanism, deepen the reform of college education management, improve the level of various educational management under the concept of humanism, so that the educational management of colleges and universities can fully adapt to the new environment of education development.

2. The theoretical basis of "humanistic" management of colleges and universities in the new era

First, the CPC's concept of "putting people first" has gained popular support. In the 19th century, Marx clarified and revealed the relationship between man and nature. He once pointed out that "man is the highest essence of man" and "the essence of man is man himself" ^[1]. The educational management colleges and universities should always return to humanism, and regard people as the center and theme educational management activities ^[2], so as to transform "unfinished people" into "fully born people" ^[3]. By combining the basic principles of Marxism with China's specific practices, the CPC realized the Sinicization of Marxism. It put forward a series of theories on "human beings". For example, the of practice is human beings, and later wrote "serving the people wholeheartedly" into the Party constitution. For the elaboration of the scientific Outlook on development, the first essence is development, the core is people-oriented, puts forward the value orientation of "people-oriented", and emphasizes the subject position of the people .

Moreover, in the report to the 19th National Congress of the Communist Party of China, the word "people" was used for countless times, and the value of "development for the people, development by people, and development fruits shared by the people" was put forward. These are important theoretical achievements of the Sinicization of Marxism. They illustrate that the people are the founding aspiration and mission of the Communist Party of China. The value concept of "people first" is deeply rooted in hearts of the people and has been renewed with time. Second, the construction of university education management in the new era advocates the concept of humanism. In recent years, the Party and the state have treated the cause of education in a higher position, and made the development of high quality education and teaching a key point of higher education reform. The Ministry of Education printed and distributed the "Some Opinions on Further Deepening Undergraduate Teaching Reform and Improving Teaching Quality in an All-round Way" (Some Opinions for short) reflected that higher education in country has entered a key period of deepening reform, improving quality and sustainable development. The guidelines require universities to adhere to students' dominant position, develop for students and

on them. "The Ministry of Education 2022 work points" also put forward the high-quality development of education, to build a strong education, promote the modernization of education. Education is the great plan of the country and the Party. Facing the deepening reform and popularization of education, the new era has given colleges and universities new goals, new directions, new patterns and new missions. The sustainable development of education should fully establish the concept of humanism, in order to meet the development needs of building a powerful education country in the new era.

3. The humanistic concept meets the needs of university education management

3.1 Humanistic management conforms to the development trend of colleges and universities

Starting from basic education, the main purpose of higher education is to enable students to systematize the existing knowledge theory, acquire the frontier knowledge of a certain specialty, improve their thinking and imagination, make students get greater improvement in professional knowledge and comprehensive quality, and encourage them to devote themselves to the job after graduation. Higher education is a teaching, management and scientific research service that takes talent cultivation and knowledge innovation as the direction and is carried out according to the needs of college students' development. Therefore, students occupy a central position in higher education, and the final results and quality of education should be presented by students. In addition, higher education is the main place for national talent cultivation, gathering many experts and scholars, and all kinds of cutting-edge theories and technologies need to be transmitted through higher education institutions. To practice the concept of humanistic education, it is necessary to rely on the practice of colleges and universities. As an important component of higher education, students should be taken as the foundation of higher education.

From a practical point of view, higher education takes the transfer of professional skills and the application of advanced knowledge as the core and ADAPTS to the development needs of modern society as the goal, but ignores the people-oriented, which hinders the long-term development of higher education. In view of this, in order to ensure the normal development of teaching management, colleges and universities should reasonably apply the concept of humanism, so as to promote the effective development of higher education.

3.2 Humanistic management meets the social demand of higher education

Higher education is the basic component unit of society, and its effectiveness and quality will be presented by various fields of society. Higher education management determines the quality of talent training, which is related to the development and adaptation of talents in modern society. Therefore, under the background of social development needs, institutions of higher learning should follow the development law of The Times and actively change and innovate. However, due to the deviation of development concept and cognition, many countries only pay attention to the explanation of advanced knowledge and education, ignoring the educational management under the concept of humanism. Living in a technological society and mastering cutting-edge knowledge, people are prone to personality development defects, resulting in interpersonal indifference, even mental disorders, become "intelligent robots", which seriously affects higher education and the all-round development of people. Summarizing the failure experience of the imbalance of humanistic management in the education of developed countries, the domestic colleges and universities should emphasize the concept of humanistic management and strengthen the students' humanistic consciousness, which will not only help to improve the students' professional quality, but also cultivate the students' humanistic quality, which is of great benefit to promoting the healthy growth of students.

4. The reason analysis of the lack of humanistic education management in colleges and universities

Aiming at the lack of humanism in university education management, this paper makes a deep analysis of its causes.

4.1 Traditional educational concepts affect the humanistic management of higher education

The traditional concept of education believes that teachers are the subject of education, education should be teacher-centered, adopt the indoctrination mode of teaching, and students can only passively

learn and accept knowledge. Under the influence of this concept, the decision-makers and educational administrators in many colleges and universities regard students as people who need to be reformed and have strict and quantifiable requirements for their words and deeds, while ignoring the needs and ideas of students themselves. Under the traditional educational concept, teachers become educational tools, lacking autonomy and participation, while students become learning machines, unable to choose learning content and learning mode according to their own personality and interests, which dampens students' learning enthusiasm. Exam-oriented education is a typical manifestation of traditional educational concepts. In exam-oriented education, students' abilities and qualities are usually determined by exam results, which determines whether students gain competitive advantages in college entrance and employment. In order to get a higher score, students will pay attention to the unified textbooks, but neglect other aspects of learning, and even give up their original interest in order to have more time to deal with the exam. This is detrimental to the overall development of students. In addition, exam-oriented education is performance-oriented and neglects the cultivation of students' morality and personality, which has a negative impact on students and the society. For teachers, the evaluation of teachers also comes from students' achievements, so teachers can only teach in strict accordance with the textbook, which kills the creativity and enthusiasm of teachers in teaching.

4.2 The administrative management mechanism affects the humanistic management of higher education

For a long time, in order to realize the high efficiency of university management, educational management has been adopting the administrative system with clear organizational structure and distinct rights and responsibilities. Under this management system, on the one hand, power is concentrated in the decision-making level of colleges and universities, and all departments act independently, which leads to a lack of communication and control in management and a lack of humanism. On the other hand, with this classical scientific administrative mechanism, the educational system will be more comprehensive and quantifiable in order to achieve efficiency and order, and all teachers and students are required to strictly abide by it. Those who do not will face severe punishment. Such rules and regulations limit teachers' innovation in educational work, hinder the development of students' personality, and bring negative effects to the realization of educational goals.

5. The idea of constructing the concept of humanization in university teaching management

At present, the concept of humanistic management has been fully applied to the field of higher education management in western developed countries, and has become the driving force of higher education development. However, according to the actual situation of teaching management in colleges and universities, we can fully draw lessons from the experience of teaching management in developed countries and begin to cultivate humanistic teaching management in colleges and universities from the following aspects.

5.1 Improve the understanding, and strengthen the humanistic concept of management

"People" is the core of a university, is the most crucial factor, university management activities is to pay attention to the unity and coordination of values and facts. In practical teaching management, leaders should first pay attention to the improvement of their own quality, fully realize that the quality of teachers and students is the key to enhance and maintain the competitiveness of colleges and universities, and is the foundation of building a school brand. Leaders should change their ideas, position themselves correctly, and transform themselves into pioneers and advisors of reform and leaders of teaching services. After the implementation of people-oriented management, although teachers have greater rights, they will also have greater pressure and responsibility. They will actively change the state of waiting for scientific research tasks and teaching in the past, and compete for tasks or posts with active enthusiasm. However, students who implement humanistic management will have greater choice and autonomy, and will actively participate in management, enhancing the sense of ownership and sense of mission, and changing the situation of passive management in the past.

5.2 Strive to promote the scientific and modern teaching management

To realize the innovation of tradition in teaching management, and to realize science, advanced and modernization in management system, the innovation of system needs to change the traditional

standard of management into the standard of students. At present, innovation and quality education are the direction and requirement of education reform. In order to meet this requirement, the management mode which pays too much attention to the unified requirements needs to be reformed and flexible management needs to be realized. Allow outstanding first-year students to choose their own major, pursue a minor or a second major degree, or pursue a double major. These attempts in teaching management are gradually approaching the direction of humanistic management.

5.3 Use scientific incentive methods to stimulate the enthusiasm and creativity of teachers and students

The core measure of humanistic management is incentive. Motivation is the lubricant of people's inner motivation, which can effectively push people towards their goals. Therefore, in order to realize humanistic management in the teaching management of colleges and universities, the key needs to do everything possible to mobilize the initiative and enthusiasm of teachers and students, so that they can enter the state of solid work and diligent study, but this needs to study the psychological needs of teachers and students in colleges and universities. The self-actualization motivation of honor and financial aid, combined with material and spiritual motivation, achieves the purpose of stimulating the enthusiasm and creativity of teachers and students.

5.4 Cultivate professional management team to make teaching management humanistic

Teaching management is a comprehensive project, especially the implementation of people-oriented management, but also the full study of "human" knowledge, need a high-quality teaching management team to be competent. Therefore, it is urgent to cultivate a professional teaching management team, so as to achieve humanistic management in teaching management practice. The first step is to strengthen training. Through training, managers can master management knowledge and scientific and cultural knowledge, improve their interpersonal coordination ability and expression ability, innovation ability and management ability, as well as research ability and psychological and moral quality. Second, we need to improve the accountability system. Implement post responsibility system, constantly check the objectives and tasks of supervisory posts, promote managers to perform their duties, enhance their sense of responsibility, and achieve goals. Third, we need to establish a sense of competition. In the whole staff, the implementation of the excellent, merit-based appointment system. Real realizers have the space to give play to their talents and provide the conditions to realize their value. To carry out humanistic management in university management is an inevitable way to maintain its vitality and promote its sustainable development.

6. Conclusion

Complexity and systematism are the main characteristics of university teaching management, and respecting the personality of teachers and students, fully motivating their enthusiasm and creativity, building a relaxed and active atmosphere of independent learning, and implementing humanistic teaching management will be the inevitable way to cultivate comprehensive high-quality talents with sound personality, noble morality and exquisite technology. The humanistic management needs the joint efforts of all teachers and students to continuous exploration. In today's world competition in the final analysis, talent competition will be a non-smoke of war, therefore, the important role of people-oriented management concept in the university teaching management is unable to be replaced by other factors.

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