

Research on the Application of Humanistic Care in the Education and Management of College Students

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Abstract: *In the new era, in order to effectively improve the overall quality of talent cultivation in colleges and universities, educational administrators should take the cultivation and development of students as the starting point to think and effectively permeate humanistic care into the educational management of colleges and universities. At present, although the overall educational level of colleges and universities has been continuously improving, there are still many problems. From the perspective of humanistic care, this paper expounds the characteristics and value of humanistic care in the educational management of colleges and universities, and analyzes the problems existing in the educational management of colleges and universities from the perspective of humanistic care, such as insufficient application and innovation of humanistic care, imperfect construction of related supporting systems for humanistic care, and low comprehensive quality of the educational management team. It also proposed strategies such as basing on students' actual situation, innovating the path of humanistic care, emphasizing humanistic care and improving the education management system, basing on students' needs and innovating the content of humanistic care, and based on work requirements and enhancing the quality of management personnel, laying a foundation for the orderly development of educational and management work in colleges and universities.*

Keywords: *Humanistic Care "University;" Educational Management*

1. Introduction

In the process of building higher education institutions, the effective implementation of educational management work holds significant value. Relevant staff need to conduct in-depth analysis on it, manage students and staff based on the concept of humanistic care, ensure that they are given sufficient care, enable them to participate in the learning and teaching process more efficiently, and create favorable conditions for the development of modern higher education. Educational managements Ensure that the psychological needs of students and teachers are better met to promote the further development of modern education.

2. The Connotation of the Concept of Humanistic Care in Higher Education Management

The concept of humanistic care is not only reflected in the care and cultivation of students, but also in the respect and encouragement for all members of the university, including teachers and administrative staff. From the perspective of higher education management, this paper analyzes the integrated application of the concept of humanistic care. In the comprehensive management of schools, it emphasizes the dominant position of students, pays attention to their individual development and innovation ability, and attaches importance to providing students with diverse educational resources and flexible teaching methods in the management process to meet their different learning needs and help them realize their self-worth. Meanwhile, the management department will also pay attention to the physical and mental health of students, create a positive campus atmosphere, and promote the all-round development of students. For teachers, implementing the concept of humanistic care in higher education management involves offering them more opportunities for professional development and an improved working environment. This approach aims to enhance their work enthusiasm and innovation capabilities. It also entails focusing on their career development planning within management practices to fulfill their professional growth requirements, thereby progressively enhancing teaching and educational quality.^[1] In short, when colleges and universities carry out educational management work based on the concept of "people-oriented", centering on the all-round development of people, paying attention to students' learning and growth, teachers' career development, etc., it can promote the

continuous progress of educational management work in colleges and universities.

3. The Significance of Integrating the Concept of Humanistic Care into Higher Education Management

The concept of humanistic care is the core idea of modern higher education management. It emphasizes that in the management process, the all-round development of people should always be taken as the starting point and ultimate goal, respecting people, understanding people, caring for people and motivating people, so as to promote the modernization and scientification of higher education management. The practice of humanistic care in the educational management of colleges and universities has the following values.

3.1 It helps to demonstrate the humanistic care in educational management

In the management of higher education, the concept of humanistic care is mainly reflected in the humanistic care for educational subjects such as students and staff. It emphasizes respecting the individuality and differences of students, caring about the work and life of staff, and striving to create a more harmonious and warm educational environment^[2]. Specifically, by practicing the "people-oriented" concept and gradually establishing and improving the student service system, colleges and universities can provide more comprehensive and detailed services for students, optimize psychological counseling, employment guidance, and assistance for those in difficulty, meet the diverse needs of students, and also offer better working environments and welfare benefits for faculty and staff, stimulating their enthusiasm and creativity for work.

3.2 It helps to highlight the democratic characteristics of educational management

Under the guidance of the concept of humanistic care, universities generally fully respect and safeguard the democratic rights of educational subjects in their educational management work, pay attention to the fairness, openness and transparency of management, gradually enhance the sense of responsibility and belonging of educational subjects, and improve the efficiency and effectiveness of management. Meanwhile, to highlight the feature of "people-oriented", colleges and universities often establish democratic decision-making mechanisms and improve democratic supervision systems to promote the democratization of educational management. For instance, they regularly hold student congresses, staff congresses, etc., to listen to their opinions and suggestions and involve them in major school decisions, or adopt methods such as information disclosure and school affairs disclosure. Guarantee students' right to know and supervise, and enhance the transparency and credibility of management. In this process, the integrated application and systematic implementation of the "people-oriented" concept by colleges and universities can demonstrate the characteristics of democratization in educational management practice, enhance the comprehensive value of educational management, and ensure the innovative development of educational management work.

3.3 It is conducive to the reform and innovation of educational management in colleges and universities

From the perspective of humanistic care, the management of higher education in colleges and universities means adopting a humanistic education model, fully respecting the individual differences and dominant status of college students, paying attention to and caring about their individual demands, mobilizing their creativity, subjective initiative and enthusiasm, and promoting their all-round development. Therefore, in the process of comprehensively deepening the reform of educational management, colleges and universities should always demonstrate the concept of humanistic care and incorporate humanistic care throughout the entire process of educational management. During this process, both universities and educational administrators should attach great importance to the individual development of college students and earnestly implement the principle of putting students first. At present, the educational model of colleges and universities has gradually emerged and been constructed in the course of historical development and accumulation. Throughout the development of higher education from colonization to nationalization and then to the current characteristic development of China, the core concept of "human education" has run through the entire process. Especially after the reform and opening up, China's higher education system has been continuously improved and optimized. During the process of educational management reform, China has placed the construction of

humanistic care in an important position in its overall development. Under the guidance of the concept of humanistic care, the university level has put forward brand-new requirements for the implementation of educational work, that is, educators, educational administrators and student groups should all clearly define their own positions. Specifically, educators and educational administrators assume the role of educational subjects and should regard students as the main body of learning activities. Both education and learning activities should closely revolve around the core goal of the sustainable development of college students. This educational concept conforms to the trend of socialist school-running and educational reform in our country to the greatest extent, fully highlights the humanistic concept of higher education work, and meets the new requirements of development and social progress in the new era.

4. Working Principles for Higher Education Institutions to implement educational Management Based on the background of humanistic Care

The first one is the principle of fairness and justice. When higher education institutions carry out educational management work, humanistic care is a principle that they must follow. When university administrators carry out their daily work, they need to treat every staff member fairly, without involving personal emotions or subjective factors. At the same time, they should also be cautious not to act on impulse or judge matters based on individuals. When distributing benefits, it is also necessary to ensure fairness, strictly follow the working concept of "more work, more pay" and "distribution according to work", and strictly prohibit the phenomenon of getting something for nothing. The second is the principle of democracy. When higher education institutions implement educational management, the principle of democracy is an effective way to realize personal value. When university administrators are specifically implementing educational management work, they need to show full respect to others, effectively organize and manage students, ensure the further improvement of teaching quality, and fully reflect modern educational concepts. Under normal circumstances, for the educational management of colleges and universities, talent cultivation and talent management are the main goals of related work. Students have a certain right to participate in management and supervision, which can fully reflect the democratization of colleges and universities. The third principle is the people-oriented principle. When higher education institutions carry out specific educational management work, putting people first is a very important principle. It requires higher education institutions to highly respect individual differences and subjectivity of students, ensure that talents can be discovered in a timely manner and effectively cultivated, and effectively guarantee the all-round development of students. Educators, when implementing educational management based on a people-oriented approach, need to attach greater importance to students' material and spiritual pursuits to ensure that their spiritual pursuits are highly satisfied. At the same time, they should also provide students with certain material rewards to effectively motivate them and make them more actively participate in classroom learning.

5. Strategies for Integrating the Concept of Humanistic Care into Higher Education Management

In the practice of educational management, colleges and universities should actively explore the integration approaches of the concept of humanistic care, improve the current situation of school teaching and education work and talent management from multiple perspectives, and effectively promote the overall improvement of the application effectiveness of the concept of humanistic care.

5.1 Based on systems, build a scientific and standardized management framework

With quality as the priority, forge a professional and efficient management team. When managing faculty and staff, higher education institutions need to scientifically formulate management systems, attach greater importance to the value and vital interests of faculty and staff, ensure that humanistic care is fully reflected, and thereby enable faculty and staff to have greater enthusiasm in their daily work and effectively combine their development potential. Effectively guarantee the comprehensiveness of the development of faculty and staff. University administrators need to scientifically improve the humanistic care system, rationally set up substantive systems and procedural natures. At the same time, they must ensure the strict implementation of all systems. If problems and loopholes are found in the management system, they need to be modified in a timely manner. Moreover, systems that do not conform to the concept of humanistic care should be abolished. Systems ensure that the interests of teaching and administrative staff are more effectively protected. ^[3]. At the same time, it is also necessary to scientifically improve the orderly system to ensure that the fairness and impartiality

of the system can be fully reflected. At this point, it is necessary to formulate the nature of the procedures in light of the specific circumstances of the current stage to ensure that the missing parts can be effectively compensated for, to give full respect to the faculty and staff, to ensure that their vital interests can be effectively protected, to provide necessary humanistic care for the faculty and staff, and to ensure that the management of higher education can be carried out in accordance with regulations. If it has a negative impact on the interests of the faculty and staff, Then severe punishment is needed. At the same time, it is also necessary to promptly revise the procedural systems that lack legality and rationality to ensure that their humanistic care can be more fully reflected.

5.2 Centering on students, create a teaching model that tailors education to individual needs

In the educational management work of colleges and universities, building an educational and teaching system is a relatively important content. To optimize the educational management effect based on the concept of humanistic care, it is necessary to first explore the construction of a student-centered educational and teaching model, maintain the dominant position of students in educational and teaching practice, protect the legitimate rights and interests of students, and truly implement high-quality education and guidance for students. On the one hand, an innovative educational and teaching model centered on students should be established. In the process of educational reform, attention should be paid to the individual differences and diversified needs of students, and flexible and diverse learning methods and approaches should be provided for them. On the other hand, in the process of providing educational guidance to students, teachers should encourage students to actively participate in classroom discussions, express their own viewpoints and insights, and based on students' needs, strengthen practical teaching and provide them with more opportunities for experiments, internships and social practice. In addition, in order to effectively guide students to participate in course learning and stimulate their enthusiasm for learning in educational and teaching management, colleges and universities should also establish a complete student evaluation system, combining students' self-evaluation, peer evaluation and teacher evaluation, to comprehensively and objectively evaluate students' learning achievements and development status. Meanwhile, colleges and universities should also leverage the feedback role of evaluation results to guide students to promptly understand their learning situations and shortcomings, thereby instructing them to adjust their learning strategies in a timely manner and enhance their learning outcomes.

5.3 With democracy as the soul, build a participation platform for teachers and students to co-govern

Democratic management is an important component of university education management based on the concept of humanistic care. During the systematic reform of university education management, consciously strengthening democratic management can promote the joint participation of teachers and students in the decision-making and implementation process of university education management, enhance the sense of responsibility and belonging of teachers and students, and make university education management more humanized. Firstly, in the process of reforming educational and teaching management, colleges and universities should attempt to establish and improve democratic management systems and mechanisms, guarantee the rights of teachers and students to participate in educational management, and expand the channels for the management of teachers and students. Specifically, democratic management institutions such as student congresses and teacher congresses can be set up to provide teachers and students with the opportunity to participate in major decisions of the colleges and universities. Secondly, colleges and universities should enhance the construction of information disclosure and transparency, promptly disclose to teachers and students information such as school education management policies, regulations and important decisions, gradually eliminate the "information asymmetry" phenomenon between teachers and students and the school, and enhance teachers and students' trust and recognition of school management. Finally, colleges and universities should establish an educational management system that emphasizes humanistic care. Systems are the foundation of management and the key to ensuring the implementation of the concept of humanistic care. Only by building and improving the educational and teaching management system can we effectively promote the humanized development of educational and teaching management and enhance the overall management efficiency. Therefore, colleges and universities should start from the top-level design and establish a complete educational management system that reflects the concept of humanistic care. On the one hand, colleges and universities should, under the guidance of the concept of humanistic care, clarify the goals and purposes of educational management, take the all-round development of students as the starting point and ultimate goal of all work, and fully reflect respect, understanding and care for students in the design of systems to ensure that students' rights and interests

are protected. On the other hand, colleges and universities should establish and improve democratic management and decision-making mechanisms, and encourage students and teachers to participate in the process of educational management and decision-making. Specifically, colleges and universities can widely solicit opinions from teachers and students in their management work, enhance the scientific and democratic nature of decision-making, improve the satisfaction of teachers and students with educational management work, and enable educational and teaching management work to truly serve the student group.

5.4 Oriented towards demand, innovate precise and heartwarming care content

As the focus of higher education management, if college students want to effectively promote the application of humanistic care in higher education management, higher education administrators should attach great importance to the subjectivity of the student group, understand the individualized needs of the student group, and thus implement educational management activities in a targeted manner to achieve effective guidance for the student group and enhance the overall work effect of higher education management. On the one hand, a sound mechanism for collecting opinions from college students should be established and improved. Educational administrators should provide college students with practical paths to participate in educational management activities, actively guide students to take part in the innovation and optimization of educational management in colleges and universities, make educational management in colleges and universities closer to college students and real life, and fully meet students' learning demands. On the other hand, great importance should be attached to the implementation of educational management publicity activities. Educational administrators should guide college students to view the various educational management activities carried out by colleges and universities objectively through educational management publicity activities. At the same time, they should guide students during the publicity process to lay a solid foundation for students to actively participate in campus educational management activities.

6. Conclusion

Humanistic care is closely related to educational management work, and the two have consistency in terms of goals. Humanistic spirit, as the core of humanistic care, shapes individuals' good qualities of truth, goodness and beauty, and educational management is also aimed at effectively promoting the comprehensive development of college students. As an important base for national talent cultivation, colleges and universities can effectively enhance students' professional skills and comprehensive qualities by strengthening educational management when providing education to college students. Integrating humanistic care into the educational management of colleges and universities can not only enhance the practical ability and educational management of college students.

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