

Exploration of the Interactive Relationship between Administrative Management and Humanism

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Abstract: *People oriented is the foundation for the development of various undertakings in China. From the perspective of the current situation of China's administrative management, to improve the administrative efficiency and service level of the government and enterprises and institutions, it is necessary to consider multiple factors in the administrative management process, especially those related to people. Whether we can grasp the spiritual connotation of the humanistic concept and flexibly apply it is an important lever to measure the level of administrative management. This paper adopts the method of literature research and believes that people-oriented, achieving scientific administrative management, strengthening the professional construction of the administrative management team, and truly establishing the concept of "service" make administrative management more humanized, in line with the essence of modern management.*

Keywords: *administrative management, humanism, interaction*

1. Introduction

Since entering the new era, with the rapid development of various undertakings in China, the reform and innovation of the administrative management system has increasingly become a hot issue of concern for theorists and administrators [1]. Humanism, as one of the main schools of contemporary American psychology, was founded by psychologist Maslow. Maslow's hierarchy of needs theory mentions that people have rich emotional and psychological activities, and their needs can be divided into five categories: physical needs, security needs, social interaction needs, respect needs, and self realization needs. These needs gradually develop from lower to higher levels - from low-level material needs to high-level spiritual needs, forming a pyramid shaped hierarchy. Humanism emphasizes the importance of one's inner world and places one's thoughts, emotions, and emotions at the forefront of one's entire psychological development. In recent years, the concept of humanism has been widely adopted in administrative management, which makes administrative management more humanized and conforms to the essence of modern management [2]. The administrative management strategy based on the humanistic concept is based on the management theory and practical activities of respecting and understanding human nature, and mobilizing various potentials (enthusiasm, initiative, and creativity) of people through the satisfaction of different levels of "needs" to achieve organizational goals.

From the perspective of the current situation of China's administrative management, in order to improve the administrative efficiency and service level of the government and enterprises and institutions, it is necessary to consider the humanistic factors in the administrative management process [3]. Efficient modern administrative management methods can't be separated from meticulous humanistic care. In today's era of deepening administrative reform, the concept of humanism should play a more powerful role in the process of improving administrative mechanisms and improving administrative management systems.

2. Humanism is an inevitable requirement in the process of administrative management

At present, the Chinese government and enterprises and institutions have undergone drastic reforms in institutional settings, administrative management, personnel management, and other aspects[4]. However, the "people-oriented" management concept has not been deeply rooted in the hearts of the people, and the concern for the interests of authority is generally more important than the attention paid to administrative personnel and administrative service objects themselves. The concept of humanism can play a role in educating employees and enhancing cohesion in the process of administrative

management.

The process of administrative management based on the concept of humanism is to change the old management model that used to treat people as "materialization tools". The concept of humanism is based on a profound understanding of the role of people in various political and economic activities in society, highlighting the position of people in administrative management activities, and achieving people-centered management. In the process of attaching importance to various human needs and striving to create conditions for their realization, the subjective initiative of administrative personnel to contribute to social development is stimulated and maintained for a long time.

Administrative management methods refer to the sum of various measures, means, methods, and techniques taken by administrative organs and their staff to achieve administrative management objectives, based on the actual situation of the internal and external environment of the organization and the management objects, and guided by certain management ideas and principles. What management ideas and guiding principles to adopt are crucial to the administrative management process[5]. Once the "people-oriented" principle is lost, no matter how detailed the management rules are, they can't truly improve the efficiency of administrative management.

The specific administrative management is not exactly the same for different governments, enterprises, and institutions. It is a complex system engineering that involves all aspects of the work of relevant departments, with both professional requirements and consideration of human factors. Based on the concept of humanism, administrative organizations should make every effort to stimulate the initiative, enthusiasm, and creativity of administrative personnel. The concept of humanism is a systematic and operable modern administrative management concept. Following advanced management concepts plays a very important role in doing a good job in administrative management. Whether we can accurately grasp the spiritual essence of the humanistic concept and apply it to the process of administrative management is an important lever to measure the level of administrative management.

3. The concept of humanism is an inherent need for the characteristics of administrative management

What are the characteristics of administrative management? In previous studies, some people summarized the characteristics of administrative management as follows: scientific, technical, systematic, innovative, and democratic [6]. These characteristics are more like a number of requirements for administrative work. In terms of the content of administrative management, it includes at least three main tasks: management, service, and coordination. Judging from its connotation, management and coordination can also be classified as services, and the core characteristics of administrative management should also start with the word "service". Only through the administration work that runs through the humanistic concept can "service" be implemented.

Humanistic administrative management characterized by "service" should first consider whether there are harmonious interpersonal relationships within the internal and external environment of the organization. In order to form a good interpersonal atmosphere, administrative units should first establish the concept of humanism, put people first, and proceed from human needs [7]. Only by understanding and practicing the concept of humanism can the key factor of interpersonal relationship atmosphere have a positive impact on the administrative work of the government and enterprises and institutions. Properly handling interpersonal relationships is both the central task of administrative management and the necessary prerequisite for completing specific administrative work. The administrative personnel of the government and enterprises and institutions should carefully study the psychological characteristics of the work objects, straighten out the relationship, and create a good administrative cultural atmosphere.

4. Interactive strategy between humanism and administrative management

Humanism has a profound tradition in both the West and China. The German philosopher Feuerbach called his philosophy "humanism", emphasizing that all philosophy should be based on natural and perceptual people. "Humanism" in ancient China refers to taking human beings as the foundation, and the so-called "universal love for others, but pro benevolence" ("The Analects of Confucius") fully affirms the position, role, and value of human beings in nature and society, and interprets all philosophical issues with this as the center [8]. Since the beginning of modern times,

traditional scientific management theories and methods have focused on the management of things, treating human resources as an important resource only as an accessory of machines, and thus advocating strict control and supervision of workers. On the contrary, modern management believes that people are the most important factor in the production factors such as human, financial, and material factors. We must give full play to people's initiative and tap their potential abilities.

Administrative management must face many factors, not only time and space, but also human, material resources, science and technology, information, concepts, and other factors. Among these elements, people with certain qualities are the most active and dominant one, respecting the subjectivity and development of people means taking the state of people in various activities as a yardstick to create a relaxed, tolerant, and generous free environment, truly achieving "respecting knowledge and talents".

4.1 Human-oriented, achieving scientific administrative management

Scientification of management and humanism are not two opposing concepts. The implementation of modern management methods that run through humanism is the true scientization of management. Scientific administrative management includes scientific decision-making, office automation, management informatization, regular supervision, and legalization of management.

The concept of humanism requires not only relying on experience or leaders' "beating their heads" to make decisions, but also relying on scientific decision-making methods and accurate and comprehensive information [9]. From the perspective of the requirements of scientific administrative management, administrative decision-makers should fully trust and rely on the masses, so that the various interests, wills, and requirements of the broad masses of people and all sectors of society can be reflected in a timely and accurate manner in the decision-making center and reasonably adopted.

Office automation and management informatization can greatly improve the efficiency of administrative management, from which administrative personnel and their service objects can benefit. Office automation is also one of the necessary processes of management informatization. Currently, many enterprises and institutions are promoting paperless office work, which will be conducive to creating a resource saving society. The concept of humanism requires that high attention be paid to information feedback on management effectiveness in the process of administrative management, in order to further optimize management methods.

The administrative management under the humanistic concept should be an open, transparent, and convenient process for the masses to supervise. Only by maintaining a large amount of regular daily supervision can we strengthen our work in weak areas of administrative management and avoid the improper use of administrative power in the process of administrative management. Today, with the increasing attention paid to the construction of the legal system, whether the administrative department administers according to law has also become the focus of common concern for the masses and public opinion supervision.

4.2 People oriented, strengthening the professional construction of the administrative management team

There is an important trend in the development of social careers, which is the deepening degree of specialization. The development process of human society is the process of refining social division of labor and differentiating social specialties, as well as the process of deepening the degree of specialization of various professions. High specialization has become an important feature of modern society, which means that the process of transforming traditional society into modern society is the process of non specialization towards specialization. Whether from the perspective of personal or social development, the professionalization process of administrative personnel conforms to the trend of social and professional development and is of great significance.

The so-called specialization is commonly used to refer to the process of an incomplete professional profession continuously meeting the standards of a complete professional profession, that is, the process of requiring and standardizing a general occupational group based on the characteristics and standards of a certain profession, in order to continuously improve the professional ability of this occupational group, strive for professional status, and make the industry it is engaged in become a specialized profession [10]. The professionalization of the administrative management team is to make administrative management a specialized profession. Specialization is a dynamic process concept. As a profession becomes a "profession", the internationally accepted standard requires that employees first

undergo a certain period of professional training, then have specialized knowledge and skills, once again have a sense of service over compensation, once again have considerable professional autonomy, once again have their own professional group and clear ideological beliefs, and finally have the opportunity to continue their studies.

In order to meet the needs of rapid social, political and economic development, administrative departments must establish a professional administrative team with high comprehensive quality. On the one hand, promote the open selection of talents, establish quantitative standards, and provide a relatively fair evaluation index for personnel engaged in different management tasks; On the other hand, reasonable verification of positions in various departments should be conducted to form a competitive employment pattern and promote the improvement of work efficiency. The excellent political quality and professional ability of the administrative team, as well as the necessary professionalism, are essential for the administrative department and its service objects.

4.3 People oriented, truly establishing the concept of "service"

The service awareness of administrative personnel refers to the awareness, thoughts, and concepts of various administrative personnel at all levels in administrative activities, with the basic responsibility of safeguarding and realizing public interests, who are willing to play the role of good service providers, consciously and actively provide good services to the society and the public, and assume service responsibilities. The enhancement and effective establishment of service awareness among administrative personnel is of great significance for the government to strengthen public service functions, improve the quality and level of administrative services, and promote administrative modernization.

Management is essentially "service", which naturally becomes the core function of the government and the administrative departments of enterprises and institutions. In the final analysis, administrative work is about working with people, which requires that administrative personnel not only be good at understanding and mastering people's psychological changes and needs, but also respect, understand, and care about people. It is necessary to break away from the traditional concept of emphasizing management over service, establish a people-oriented service concept, strengthen the awareness of administrative work serving the central work of the Party, economic and social development, and the broad masses of cadres and the masses, take promoting the comprehensive development of people and relying on people to promote development as the starting point and foothold of administrative work, and take understanding, respecting, caring for, and caring for people as the top priorities of administrative work, build a service platform, expand service channels, extend service tentacles, and improve service levels.

5. Conclusion

The key to building a coordination mechanism between administrative management and humanism is to give full play to people's subjective initiative. The combination of administrative management and humanism requires focusing on all aspects of "governance" and "management", fully coordinating the relationship between the two, and clarifying the subject of responsibility. Only in this way can administrative management capabilities in the new era have their own positioning and mission, and enhance the level of scientific development of administrative management.

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