

# *Status and Optimization of Performance Wage Reform in Universities*

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**Abstract:** Institutions of higher learning, as public welfare institutions of the second category, implement the salary management system for public institutions. After the institution's salary system has been perfected, the setting of the salary system in colleges and universities is more reasonable. What is urgently needed to be optimized is how to use performance wages to motivate and mobilize the enthusiasm of teaching staff, scientific researchers, and administrative staff. This article studies and analyzes the current situation of performance pay reform in China's colleges and universities, and proposes corresponding optimization suggestions.

## **1. Introduction**

Since July 1, 2006, the wage system of public institutions has been reformed, and the overall goal of the reform of the wage system of public institutions has been proposed: to establish a differentiated income distribution that is consistent with public institutions and reflects job performance and hierarchical management System, improve the normal salary adjustment system of public institutions, and improve and improve the macro-control mechanism. As a larger group, the reform and improvement of the performance pay system is extremely important for the reform of the overall performance pay system. Promote the reform of the performance salary system in colleges and universities, which is in line with the development trend of modern universities. We must conscientiously refine and improve the relevant performance salary reform system, do a good job in the management of performance salary distribution, and establish a scientific and efficient performance evaluation system. Work motivation and initiative. This article researches and proposes optimization suggestions for the current situation of performance-based salary reform in colleges and universities [1].

## **2. Analysis of the Status Quo of Performance Wages in Universities**

### **2.1. Unreasonable Verification of Total University Performance**

China's colleges and universities implement a government-led wage distribution system. The government sets the basic salary standards for posts at various levels, and on this basis, the total performance wages of colleges and universities are verified. At present, the method of approving

the total amount of performance wages by the superior department is: according to the current level of economic development in the region, according to the number of on-the-job employees at the end of the previous year, and combined with their employment situation, the total performance wages are increased or decreased [2].

The unreasonable verification of the total amount of colleges and universities will directly result in the distribution of performance wages within the approved total amount of colleges and universities. It will be difficult to guarantee the level of salary and income of high-level talents. This will make similar high-level personnel in other industries, such as banking, securities the income level of other industries is much higher than that of universities, and this injustice will affect the attractiveness of universities to high-level talents. Therefore, the scientific method of college performance verification is very important for the development of higher education [3].

## **2.2. Inadequate Performance Management System**

To ensure the smooth implementation of performance pay, the establishment of a scientific and reasonable performance evaluation system is the basic guarantee. At present, the goal of performance evaluation in colleges and universities is clear, namely to use the performance salary distribution to guide the initiative of faculty and staff, but at present some universities lack scientific and reasonable quantitative assessment indicators. College faculty and staff are mainly divided into three categories: administrative managers, teaching assistants, and professional and technical personnel; most colleges and universities evaluate faculty and staff in a single form, and various types of staff mainly rely on simple data such as attendance systems, teaching workload, scientific research papers Quantitative assessment and neglecting its work content, work quality, and work attitude. Such performance assessment indicators can only blindly increase the number of corresponding indicators, but it is really difficult to ensure their quality, which leads to deviations in performance-based salary guidance and is not conducive to improving school education [4].

## **2.3. Performance Wage Distribution System is Unreasonable**

College performance wages are composed of basic performance and reward performance. Basic performance is uniformly formulated by government departments, and reward performance is set by individual universities within the total amount of performance wages. However, for most of the universities in China, the percentage of basic performance wages in universities is relatively high, which makes universities' own controllable reward performance quotas small and it is difficult to play a guiding role in the performance evaluation system of universities.

Incentive performance wages are difficult to play an incentive role in practical operations. The performance evaluation indicators formulated are useless. Staff in public institutions have long been regarded as iron rice bowls. Basically, they enjoy corresponding treatment according to their positions and titles. Incentives for research, teaching, and management work are incompatible with the goal of performance-based pay reform.

## **3. Optimization Suggestions on Performance Wage Reform in Colleges**

### **3.1. Scientifically Appraising Total Performance Wages**

Firstly, considering the actual situation of each university, such as the enrollment scale, the number of faculty and staff, and the level of schooling, etc., comprehensive factors are taken into consideration to establish a performance-wage growth method that matches the development of colleges and universities with the current social living standard, within the scope of relevant

policies. Gradually increase the total amount of performance wages to ensure that the income of faculty and staff is competitive. Secondly, to consider fairness and reasonableness when approving the total performance wages in the same region. The performance total verification of the same type of colleges and universities in the same region must not be too different. It is necessary to balance the performance wages of the same type of colleges and universities to avoid causing similar performance teacher income gap is too wide.

### **3.2. Establish and Improve a Scientific and Reasonable Performance Salary Evaluation System**

Extensive research should be conducted when formulating the performance salary system, and discussions with representatives of peer colleges and universities and staff members should be conducted, and opinions and suggestions on reform of the performance salary system should be listened to. Performance appraisal indicators for class faculty and staff, differentiated performance allocation for quantitative appraisal indicators based on different types of faculty and staff.

### **3.3. Building a Performance Management Information System**

From the scientific research information management system, project funding allocation, scientific research publication information, and project declaration information are used to measure the corresponding scientific research workload, and the salary management system of the personnel office summarizes the attendance information of various types of personnel in the school, etc. The purpose of setting up a performance management information system is to aggregate the quantitative evaluation data of various relevant departments and realize real-time sharing of quantitative performance data among functional departments, thereby ensuring the fairness, accuracy, and efficiency of performance evaluation data, improving the transparency of performance evaluation of college faculty, and making teaching Employees understand the components of their performance clearly and clearly.

## **4. Conclusions**

The reform of the performance pay system in China's universities is in its infancy. There is no precedent to follow. Only on the premise of implementing the performance pay reform system, we can find a problem to solve a problem and continuously improve the performance pay system. Reasonably improve the advanced performance salary system, continue to stimulate the enthusiasm of faculty and staff in universities, mobilize their enthusiasm, form a good and healthy development atmosphere, and promote the healthy development of China's higher education.

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