

Analysis on the Construction of Human-oriented University Teaching Management Model

Guomei Liu^{1, a}, Rui Wang^{2, b}

¹School of Gold Economy and Management, Yantai Gold College, Yantai 265401, China

²Shandong University of Finance and Economics, Jinan 250014, China

^aguomei1111@126.com, ^bwangrui@sdufe.edu.cn

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Abstract: The construction of a people-oriented university teaching management model is an objective requirement for universities to meet social needs and improve the quality of talent cultivation. The article reflects on the traditional university teaching management model, and analyzes the connotation and characteristics of the people-oriented university teaching management model. From the establishment of a people-oriented teaching management concept, the implementation of a human-based management teaching evaluation mechanism, and the formation of a teacher-student democratic participation mechanism, three strategies for constructing a people-oriented university teaching management model are proposed. Therefore, people-oriented management is the most important management philosophy of modern universities, and the foundation of people-oriented management is to fully respect people.

1. Introduction

For a long time, there have been a lot of problems in the traditional teaching management model, such as the closed management system, the emphasis on administrative authority, the lack of democracy and humanity, low transparency, and the lack of comprehensive supporting publicity, consultation, feedback, supervision and evaluation mechanisms, which are presented as one This kind of closed internal circulation state; the management content is highly unified, and the habit is implemented in accordance with administrative orders and national plans, which results in a rigid curriculum structure and outdated teaching content, which is incompatible with the requirements of cultivating modern and high-quality talents with innovation and pursuit of personality; Implement top-down straight-line management, emphasizing authority and obedience. School teaching management departments and teaching administrators at all levels often become the core and subject that governs teaching operations. Teachers and students at the frontline of teaching are passive and obedient. Status, it is difficult to have the right to speak. Colleges and universities pay attention to the standardization of society, the streamlined talent training model, the standardization of talent training, so that it is easy to move "one size fits all" and hinder the normal growth of talents, especially innovative talents.

2. Connotation and characteristics of people-oriented teaching management model

2.1 Connotation of people-oriented teaching management model

People-oriented management is referred to as human-based management. Human-based management considers people as the main object and the most important resource of management, respects the value of people, and seeks the full and free development of people as the ultimate goal, giving full play to human initiative and giving Human beings have the greatest development space, improve the centripetal force of the organization, and enhance their sense of belonging. The essence of human-oriented management theory is to take human all-round development as the fundamental goal and effectively grasp the basic laws of human development. Starting from, respecting and

understanding people, we can use effective incentives to maximize the potential of people, thereby improving the sense of responsibility, mission, and participation of each member, and enhancing the cohesion and vitality of the organization.

The people-oriented teaching management model of colleges and universities is a management system that uses the concept of human-based management in the process of college management, and focuses on student management, discipline construction, teaching facilities, and teacher management in universities. According to the theory and basic laws of education and teaching take people as the center, fully mobilize and give play to the enthusiasm, initiative and creativity of the majority of teachers and students in universities, with the purpose of respecting, caring and cultivating people, and using incentives as the main means to effectively achieve the training and management goals of universities and promote the quality of universities to run efficiently.

2.2 The characteristics of people-oriented university teaching management model

(1) Personality of human-centered teaching management model

In teaching management, we must implement the idea of "people-oriented management", that is, we must correctly handle the relationship between administrative personnel and teaching subjects, and promote administrative personnel to continuously enhance their awareness of service. Good service awareness is the foundation of administrative management. Strengthen the service consciousness of management staff, take "people" as the basis, take the interests of the staff and students at heart, and do practical things for the staff and students, to maximize the enthusiasm, initiative and creativity of teachers And students' passion for learning and innovation.

1) Strengthen teacher's subject status in teaching activities

In school teaching activities, teachers participate in the school management process with a specific role, and their behavior is a manifestation of teacher initiative and initiative. Therefore, teachers are undoubtedly the main body of school management. First, teachers are the decision-making bodies of teaching activities, and teachers are in education. Appropriate judgments must be made in teaching. Secondly, teachers are the main body of practice in teaching activities. In education and teaching, teachers must be good at stimulating students' interest and motivation, and provide necessary support, and at the same time carry out effective organization and regulation to achieve the purpose of promoting student learning and development; again, teachers are the main guarantee of teaching activities, and teacher-oriented is the fundamental guarantee for college teaching.

2) Attach importance to students' subject position in teaching management

Students are the foundation of a school's survival. Without students, the school will lose its value. The main mission of a university is to be responsible to students and to train the talents of both society and morality. Teachers should focus on education and training of talents. In order to do our job well, we should regard ourselves as the first person responsible for maintaining order in the classroom, and take students as the center and think for students. Similarly, students are also one of the key factors to improve the quality of teaching and the popularity of the school. Therefore, colleges and universities it should be student-oriented, improve the quality of teaching, and promote the all-round development of students.

3) Pay attention to the interactive role of teachers and students in teaching activities

From the perspective of the way and process in which the teaching process takes place, the impact of education is "two-way". In the process of school education, teachers and students should have a democratic and harmonious cooperative relationship. Teachers are not "commanding" and "persuading" students. Instead, it provides "influence" and "guidance". Educators must take care of their education targets, respect and enhance their self-esteem; they must listen to feedback from educated people, and amend relevant teaching plans and tasks in a timely manner. Establish good communication platform, the educator should establish a good intersubjective relationship with each student.

(2) Humanization of people-oriented teaching management mode

People-oriented teaching management must not only maintain the dignity and authority of the system and standards, but also emphasize that people consciously maintain the humanity of the systems and standards.

1) Respecting individual needs meet social needs

From the perspective of teaching activities in colleges and universities, teachers are the main body of teaching and students are the main body of learning. Teaching activities, as an activity mode of teachers and students, have corresponding social values and purpose meanings. From a social perspective, teaching can satisfy the multiple needs of students and society can produce specific social effects by affecting and changing the overall quality of students, thereby obtaining the necessity and rationality of existence. From an individual perspective, the subject and object formed through the satisfaction of the teaching process the interest relationship has better promoted the healthy development of the subject and the improvement of basic qualities, etc., and at the same time promoted the students' own quality, they can further promote the development of society through educating people.

2) Considering emotional identity under the premise of improving rational cognition

College teaching management is not only a process of improving students' rational thinking ability, but also a process of cultivating students' emotions. College teaching is generally focused on cultivating and developing students' intellectual factors such as attention, memory, observation, and analysis. While focusing on intelligence, students' non-intellectual factors should be properly cultivated. Paying attention to the excavation and cultivation of individual emotional factors is undoubtedly also the inherent requirement of the people-oriented thinking.

(3) Individual evaluation of people-oriented teaching management model

Due to the objectivity of individual differences, we are required to build a teaching strategy system from the teaching as a whole, and we are also required to develop the potential of each student and implement differential teaching to improve teaching efficiency as the goal. Strengthen the integration of students' learning and ability evaluation is at the core of various educational evaluations in schools and is of great significance.

3. The basic strategy of building a people-oriented university teaching management model

3.1 Establish a people-oriented teaching management concept

The teaching management system is the embodiment of teaching ideas, teaching theories, and concepts. In the teaching management of colleges and universities, the interests of teachers and students should be taken as the starting point, and the two should be placed in the corresponding subject position. Therefore, the establishment of a people-oriented college teaching management the system should be a teacher-student-based teaching management system. The key to reforming the teaching management system is to give teachers and students more choice and freedom of choice to meet the personalized development of teachers and students to a greater extent need.

Teacher on-the-job training is an effective way to change teacher concepts, improve education and teaching ability, and achieve teacher professional development. Teachers are "learners" in the training process in teacher training and teaching activities. Therefore, the design of all teaching links should be based on teacher learning.

In view of the problems in student course selection, the introduction of mentor system and the establishment of a mentor team of a certain size and quality is the key to the implementation of the course selection system. Its main purpose is to strengthen the study guidance and ideological guidance for students, and target individual differences of students. Conduct different course selection instructions.

3.2 Teaching evaluation mechanism for humanistic management

According to the actual situation of colleges and universities, develop teacher performance evaluation standards is rule-based. Internalization of college teacher performance evaluation needs

standards in teacher activities. On the one hand, the content and indicators of evaluation are helpful for teachers to clarify the development of the school objectives and directions, and clarify their responsibilities. On the other hand, through the effective use and feedback of performance evaluation results, promote teachers' self-development and self-improvement.

University talent evaluation is a feedback-adjustment system in the process of university talent generation. Through information feedback, schools can understand the student's talent status, which can help to further promote the change of teachers and students' educational ideas and improve the quality of teachers, and help students individuals' comprehensive understanding of themselves and self-regulation can help encourage students to tap their potential on the basis of comprehensive development.

In college teaching, teaching evaluation includes two aspects: the evaluation of teachers and the evaluation of students. Evaluation activities should be based on the mutual trust between the two sides of the evaluation, and the two sides of the evaluation should conduct interviews around the evaluation purpose, content, and methods to understand the teachers' the actual work and the requirements for evaluation can accurately reflect the professional level of the teacher, so as to improve the teacher's understanding of the evaluation. Students should adopt motivating process evaluation methods to stimulate students' internal needs and learning motivation. The dynamic atmosphere also requires students to actively participate in the evaluation activities of teachers and classmates. This requires timely processing of various evaluation results, timely feedback of information, and the use of information feedback can better improve the quality of teaching.

3.3 Form a democratic participation mechanism for teachers and students

The core position of academic power in teaching management should be fully established in a people-oriented university teaching management model. First, a collective decision-making body of experts should be established to explicitly give decision-making power to academic committees. Second, a grass-roots professor engaged in teaching should be able to play a role.

Modern education theory believes that teachers and students are the main body of school teaching, so the enthusiasm and initiative of teachers and students to participate in school management should be mobilized in a timely manner in actual work. Schools must be informed and informed, understand each other, and make clear the order in order to fully reflect the characteristics of people-oriented teaching management, at the same time, we must actively make school affairs public, and make school management public and transparent in a timely manner, and use this form as an important way for teachers and staff to fully participate in democratic management.

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