

The important concept of teacher management in Colleges and Universities under Humanistic Care

Genlian Zhang^{1, a}

¹Jilin business and technology college , Jilin, China

^a24683708@qq.com

Abstract :the competition will be more intense In the face of global economic integration and knowledge economy.The competition of colleges and universities is the competition of talents.High quality personnel training needs to ensure the quality of teachers.Using the theory of human resources to carry out the management of teachers, face the difference between the traditional teacher management and modern human resource management.Must be based on teachers, face the needs of the people and the flow of talent. The transformation of the mode of teachers' management from the right standard to the talent standard can improve the management level of teachers in Colleges and universities.

Key words: colleges and universities; human resources; teacher management

Today's society is a society of knowledge economy, and the leading factor of knowledge economy is human resources.Under the impetus of the global economic integration and the knowledge economy, the competition for talents in Colleges and universities will be further intensified[1].The training of talents in Colleges and universities faces an urgent and severe test. The quality of teachers directly determines the level of development of higher education, determines the quality of personnel training in Colleges and universities.Human resource management and development has been applied to the management and development of teachers in Colleges and universitiesto the innovation of the construction of teaching staff in Colleges and universities, and to realize the rational and effective allocation of human resources.The rational and effective allocation of human resources can attract the talents, stabilize the talents and develop the talents.

1. The difference between traditional and modern teacher management

Modern human resource management emphasizes the acquisition, development, utilization and maintenance of human resourcesto keep the best proportion of manpower and material resources in order to give full play to the potential[2]. Compared with the traditional human resource management, the traditional teacher management has the following differences.

1.1Differences in management concepts

Human resource is regarded as the cost in the traditional human resource management, while human resource is regarded as the most important resource in modern human resource management. In the teaching of traditional management, attention is how to reduce the cost to obtain maximum benefits with the least human

input; and importance in the modern human resources management is how to meet the multi-level needs of the individual how to play the initiative and creativity of the people.

1.2 Differences in management model

The traditional teacher management is mostly "passive response type" management that teachers are a simple management which are placed and arranged. Teachers play a passive role. Modern human resources management is the initiative to open up management which is to try to create a variety of favorable conditions to cultivate teachers' sense of belonging to the school, the sense of ownership for meeting their needs and expectations as a starting point and giving full play to their potential.

1.3 Differences in management functions

The traditional teacher management focuses on the management, supervision, reward and punishment of teachers. Modern human resources management is focused on the development of human resources to promote the mode of intelligence, which can cultivate, tap the potential of teachers and stimulate people's vitality through education, training, research and development for improving work performance.

1.4 differences in management approach

The traditional teacher management adopts static management, while the method is simple and can be operated only by experience and common sense. Modern human resources management theory widely quoted in natural science and engineering technology with a large number of quantitative statistics and mathematical analysis method, and the use of computer and office automation tools, combined with organizational behavior, sociology, psychology and other humanities and social science management theory.

2. Changing ideas is the basis of human resource management in Colleges and Universities

The innovation of teachers' management should be changed from the general personnel management to human development. Modern human resource management replaces traditional personnel management [3]. The daily experience of the administrative management mode of things should be transferred to the people-oriented economic strategy. The concept should advance In order to achieve a breakthrough.

2.1 Attach great importance to human resources and adhere to the "teacher oriented". "People oriented" is one of the basic principles and concepts of modern management. It emphasizes the main position and leading role of people in the organization. Its concept is "teacher oriented" which establish a "people-oriented" concept. "Teacher oriented" should be the starting point of the construction of the teaching staff, we should strive to determine the main position of teachers in the school. Teachers in Colleges and universities are the group with higher cultural knowledge and quality in human resources. It has the following characteristics: (1) it should have greater autonomy and initiative. College teachers are not only the main body of knowledge dissemination, but also the main body of knowledge innovation. From the view of teachers' labor process, labor process of teachers is the process of interaction, namely, teaching quality and teaching efficiency will ultimately depends

on the teachers' sense of responsibility, sense of achievement and dedication and teachers' potential.(2)It has continuity. College teachers as a human resource has the characteristics of continuity, in the general material resources through the formation of certain products once, two times the development, will not be able to continue to develop, but the human resources can be through social and self-sustained development efforts[4].

2.3 Correct view of talent flow.

Economists generally believe that the mobility of resources is an important feature of the modern economy, a measure of and one of the important signs of maturity. Since it is a kind of resource, especially a kind of resource which is more subjective and active, it should be regarded as reasonable. The flow of talent is always driven by the interests of economic interests, social status and living environment, people yearn for better opportunities for development, better working environment, and material treatment. University teachers are no exception. Managers should emancipate their minds, update ideas, and encourage the rational flow of talent. The reasonable flow of talents is helpful to optimize the knowledge structure of talents.

3. System innovation is the key of human resource management in Colleges and Universities

Talent is the key to the construction of teachers' team. Talent is the key to the construction of teachers' team. The extension of talent competition is actually the competition of system. One of the key problems in the development and management of human resources is the innovation of the system. The key to the innovation of the management system of teachers in Colleges and university is the reform of the management mode based on the right and the management mode of talents. It is necessary to form a reasonable appointment mechanism and establish a new system of marketization and democratization, incentive mechanism and evaluation mechanism.

3.1 The core of human resource management is motivation.

Motivation refers to the process of psychological activity that stimulates the intrinsic motivation of a person by understanding the needs of the people and makes them move towards the desired goal. It also refers to the process of stimulating, encouraging and mobilizing enthusiasm. Effective competitive incentive mechanism to attract, develop and retain talent and inspire people's work enthusiasm, imagination and creativity. The material incentive and spiritual incentive should be combined in the content of the incentive.

3.2 Strengthen the development of human resources and Attach importance to the training and improvement of College Teachers. In the era of knowledge economy, the competition of talents is more and more intense. The important task of human resource management is to attract and retain talents. We should fully understand the teacher's personal needs and career development, to provide teachers with the development path in line with their requirements. When the teacher saw clearly the future development of their own, they will strive to contribute their efforts to establish long-term cooperative relations, and share weal and woe with school. We plan to allow teachers to participate in various forms of professional training, training and exchange

activities in order to improve the quality of teachers. The teachers' professional qualities, it is conducive to the cultivation of students' quality, but also to improve the competitiveness of the school, a competitive school, teachers will have a better future occupation, the enthusiasm of the teachers will be more improved, finally make the school into a virtuous cycle.

3.3 Establish part-time teacher system. The quality education and innovation education are advocated by the University, and then the students with high quality, innovative consciousness and creative ability should be cultivated at present. The problem can be solved by setting up a part-time teacher system. On the one hand, part-time refers to college teachers in Colleges and universities on the other side of the post. teachers should be encouraged to take part-time jobs in society In today's knowledge economy society. With the progress of the times, the teachers in Colleges and universities can not only be academic, but should still have a lot of teachers. College teachers to change the theory and practice from the dilemma, we must boldly towards the society; the accumulation of rich practical experience. We should change ideas. encourage teachers to practice and the first line of business to part-time Through the development of new measures, and even select potential young teachers to carry out entrepreneurial practice. On the other hand, Part time job is to hire some experienced successful entrepreneurs, entrepreneurs, technical experts, researchers and even foreign experts, professors as part-time teachers in Colleges and universities., we must dare to face up to Human resources as a social morality problems in the construction. In the process of management of college teachers, teachers should be criticized and cannot be vague and ambiguous. Carry out the fine tradition and education in schools to promote, mobilize and organize all aspects of the power. Teachers should have enough knowledge about the importance and long-term nature of teachers' morality construction.

In short, the construction of good ethics is not only the leaders at all levels to grasp, but also all the functional departments of the school and the majority of staff to do. The formation of a good teacher's ethics is only a matter of the Department has nothing to do with it, or that in the Party style and social atmosphere has not fundamentally improved the situation can not be a good understanding of the ethics, is one-sided, wrong[6]. The formation of a good teacher's ethics involves all the departments of the school and all the teachers; teachers should further enhance the sense of ownership, temper moral character, pioneering and innovative.

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