

Research on the Management of Educational Conflict Between Teachers and Students in Colleges and Universities from the Perspective of Students' Personalized Development

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Abstract: With the continuous development and progress of society, the number of colleges and universities is rising, the relationship between college teachers and students has become complex and diverse, and the conflict between teachers and students has become increasingly serious, causing serious harm to colleges and universities and society. Based on this, this paper studies the management of educational conflict between teachers and students in Colleges and universities from the perspective of students' personalized development. It is hoped that this paper can optimize the management mechanism of education, clarify the teaching support system of physical education, build a good teacher-student relationship in physical education, promote the construction of teacher-student community in education, and promote the healthy development of teachers and students, To provide some help for the training quality of college education professionals.

Keywords: Students; Personalized Development; Educational Conflict Behavior

Introduction

With the rapid development of market economy and science and technology in China, all kinds of new situations and problems will also be reflected in Colleges and universities. At present, the increasingly prominent conflict between teachers and students in Colleges and universities in China, as well as the resulting disharmony in college campuses, is a reflection of social conflict.

1. The manifestation and cause analysis of the current conflict between teachers and students in Colleges and Universities

The relationship between teachers and students in Colleges and universities is the most basic and important interpersonal relationship in Colleges and universities. It shuttles through all links of the education and teaching process and runs through all the time. It is the core issue of the whole education and teaching process. Through the research of this topic, there are many conflicts between teachers and students in Colleges and universities, including unequal status of teachers and students, indifferent relationship between teachers and students, language conflict between teachers and students, behavioral confrontation, etc. these phenomena have affected or even seriously affected the teaching effect and the realization of educational goals in colleges and universities.

The main reasons for the conflict between teachers and students in Colleges and universities are as follows: first, the cognitive differences between teachers and students are the fundamental reason for the conflict. In actual education and teaching activities, teachers and students' different understandings of the essence of education affect their correct positioning of their own roles, weaken the relationship between teachers and students' physical and mental development, and become a simple relationship between "teaching" and "learning". In addition, due to the influence of the external environment, it leads to the differences in the recognition of values between teachers and students, resulting in students' rebellious psychology or language argument about teachers' teaching. Second, teachers' own defects are the direct cause of conflict. Teachers' lack of

ethics, improper working attitude, and lack of full respect for students, which leads to students' dissatisfaction and confrontation; Teaching methods are simple and lack of interactive communication; Teachers' knowledge structure is unreasonable and the teaching content is boring. For college students who are active and challenging, the defects of teachers themselves will naturally cause their dissatisfaction. In addition, some teachers' improper teaching organization and management will also lead to many dissatisfactions of college students. Third, students' own problems are an important reason for the conflict between teachers and students. Most of the post-2000 college students are only children, affected by the family and social environment. Although they have a strong sense of success, their learning purpose is not clear, and their learning attitude is not correct; Strong sense of personal standard and weak social responsibility. Once there is a conflict between teachers and students, blame all the responsibilities on teachers, lack of self-examination, and can not make transposition thinking. At the same time, contemporary college students often show insufficient behavior control in the face of various pressures because they have less hardships and setbacks in life experience. Fourth, many problems in the school education management system are the indirect causes of the conflict between teachers and students. As the main position of educators, schools should provide teachers and students with a comfortable and loose teaching conditions and environment. However, due to various reasons, the teaching resources of colleges and universities are relatively tight, and the problems existing in infrastructure, campus culture, teaching management norms and other aspects cannot effectively improve the relationship between teachers and students. Fifth, some deviations in the current higher education system are the institutional reasons for the conflict between teachers and students. At present, many schools pay more attention to scientific research than teaching, with fewer teachers and more students, a serious imbalance in the proportion of teachers and students, and "teachers' grading and students' evaluation of teaching", which leads to the lack of communication and interaction between teachers and students, and naturally leads to conflicts such as indifference and dissatisfaction. Sixth, the induction of the social environment is the social cause of the conflict between teachers and students. With the rapid development of market economy and the diversified development of culture, great changes have taken place in people's values. Hedonism and money worship are prevalent, personal interests and social interests are opposed, and ideology and morality are lost and missing. The relationship between teachers and students in Colleges and universities will inevitably be affected by this social environment. In teaching activities, this kind of conflict is concentrated and prominent.

2. Countermeasures to resolve the current conflict between teachers and students in Colleges and Universities

2.1 Teachers' direction and Countermeasures

First, we should continue to strengthen the construction of teachers' ethics and give play to the leading role of teachers in resolving conflicts between teachers and students. If he is upright, he can do it without saying anything. If he is not upright, he will not obey the order. Teachers should strengthen personal cultivation, constantly develop and improve themselves, and imperceptibly influence and infect students with noble personality charm and excellent personality quality. Treat students' mistakes with a rational and equal attitude, and be tolerant of the conflict between teachers and students. Stand on the position of students to understand and experience students' psychological state and needs, and try to form a "teacher and friend". Second, constantly improve professional knowledge and ability, and win the trust of students with profound knowledge. Learning high is a teacher, and learning is endless. Teachers should "specialize in their fields", have a comprehensive and systematic understanding and grasp of their majors, and enhance their own knowledge reserves; Secondly, we should draw on the strengths of others, make the knowledge of relevant disciplines vertically and horizontally linked, and draw on others' experience; At the same time, we should be able to keep up with the trend of the times, constantly contact new things, broaden our horizons, inspire thinking, and better understand and understand students' pursuit. This can not only shorten the distance between students and teachers, but also achieve in-depth communication between teachers and students, and finally win the trust of students in teachers. Third, we should timely update the concept of education and teaching, improve teaching methods, and create an atmosphere in which teaching and learning grow together. Although teachers and students have a relationship between "teaching" and "learning", from the perspective of fulfilling their

roles and tasks, teachers are not only teachers of knowledge, but also educators. Starting from the essence of this relationship between teachers and students, classroom teaching, as the main channel for teachers to teach and educate people, should be positioned as a process of equality, positive interaction and common development between teachers and students. As the organizer of classroom teaching, teachers should create an atmosphere of teaching and learning, encourage students to give full play to their subjective initiative and carry out "you me" communication.

2.2 Student orientation Countermeasures

First, recognize the role and correct the learning attitude. As the main body of learning, college students should recognize their roles and put their positions right. Therefore, college students should correct their learning attitude, cultivate healthy learning motivation, develop good learning habits, actively cooperate with and support teachers' teaching and management work in class or after class, improve learning efficiency, increase the sense of achievement of learning knowledge, so as to reduce or eliminate opposing thoughts and conflicting behaviors to teachers' teaching activities, and build a harmonious relationship between teachers and students. Second, strengthen self-discipline and establish a correct attitude towards life. As an incomplete social person, it is necessary for college students to follow the education and guidance of schools and teachers in the state of immature and unstable rational thinking ability, analysis and judgment ability, and ideological and political concepts. Therefore, college students should actively strengthen self-education, self-management, self-discipline, establish a correct attitude towards life and values, and have a correct understanding of teachers and their educational and teaching activities, which will reduce or eliminate the conflict between teachers and students. Third, actively participate in and enhance the interactive relationship between teachers and students. As the main body of learning, students have the obligation to play the role of "students". Students should always get along with teachers with a grateful heart and evaluate teachers actively and objectively. Listen carefully in class, observe the classroom order, take the initiative to give sincere greetings to teachers, and actively communicate with teachers in spare time. The benign interaction between teachers and students is the most important basis for solving the conflict between teachers and students and establishing a harmonious relationship between teachers and students.

2.3 School direction Countermeasures

As the direct promoter and manager of solving the conflict between teachers and students, schools should promote the scientization, rationalization and humanization of educational management system and system. For example, regularly and irregularly strengthen the education of teachers' ethics and study style, formulate regulations on rewards and punishments of teachers' professional ethics, and formulate norms for students' learning and study style; Strengthen the ideological and political education and personality education of college students in accordance with the requirements of cultivating high-quality talent resources; Actively promote the reform and innovation of classroom teaching and enhance students' interest in learning; Further improve the socialized logistics support of education and teaching activities. At the same time, the school should also establish a corresponding conflict resolution mechanism, so that the conflicts that have occurred can be effectively and timely resolved, so as to avoid the further expansion and severity of the long-term accumulation of conflicts. For example, a teaching and research group that tracks the development of teacher-student relations for a long time, and a steering group for regular troubleshooting of teacher-student conflicts are established.

3. Conclusion

In the process of educating and cultivating students, especially in the reform of education and teaching, colleges and universities often pay attention to the development of students' creativity and personality as the main basis for judging the quality of talent training. However, in the actual teaching management, this idea only stays at the conceptual level, lacking the corresponding specific management mode and operable methods. Therefore, in the current education and teaching reform, we should pay attention to the growth of every student under the guidance of the thought of "educating all people", and effectively promote the personalized development of students by broadening the ideas of education and teaching reform and innovating the talent training mode.

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