

Research on the high quality development path of organizational culture in local undergraduate colleges and universities

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Abstract: With the popularization of higher education and the increasing importance of local undergraduate colleges in China's education system, how to promote the high-quality development of organizational culture in local undergraduate colleges has become an urgent problem to be solved. Based on the connotation and current situation of the organizational culture of local undergraduate colleges, this paper analyzes the relevant theories and practices at home and abroad, and puts forward some paths and strategies, aiming at providing reference for the high-quality development of the organizational culture of local undergraduate colleges.

Key words: local undergraduate colleges; Organizational culture; High-quality development

Introduction

Local undergraduate colleges refer to undergraduate schools distributed in various parts of China. They are usually small in scale compared to central universities, but they play an important role in local economic and social development. With the popularization and all-round development of higher education promoted by the state, local undergraduate colleges provide more talents with rigid demand for the development of local economy by expanding their subject offerings and adding employment-oriented curriculum content. In close combination with the economic development needs of the region, local undergraduate colleges and universities actively promote industry-university-research cooperation, carry out scientific and technological innovation activities, actively participate in social services, promote local community construction and cultural inheritance, and provide intellectual and scientific and technological support for local economic development. However, among the many challenges faced by local undergraduate colleges in improving the quality of running schools and cultivating outstanding talents, the construction of organizational culture is an important constraint. Organizational culture is the soft power foundation for the development of local undergraduate colleges, which shapes the behavior mode and values of teachers and students, and influences the development direction and goal of the university. A good organizational culture can improve the cohesion, innovation ability and behavior norms of local undergraduate colleges and universities, and promote the cultivation of outstanding talents and the improvement of school-running quality.

1. Analysis of connotation and current situation of organizational culture in local undergraduate colleges and universities

1. Connotation of organizational culture of local undergraduate colleges and universities

The organizational culture of local undergraduate colleges refers to a common belief, value, code of conduct and management style formed by local undergraduate colleges in long-term school-running practice. It is based on the school-running characteristics and objectives of local undergraduate colleges and reflects the core competitiveness and cultural characteristics of local undergraduate colleges and universities. It includes the following aspects:

(1) Mission and values

Local undergraduate institutions should clarify their mission and core values. Mission refers to the purpose and significance of the school, including serving local economic and social development and cultivating high-quality talents. Core values cover the values that teachers and students should uphold, such as integrity, innovation, excellence, etc.

(2) Teaching philosophy and teaching quality

Local undergraduate colleges and universities should clarify their own teaching concepts and training goals and requirements for students. At the same time, local undergraduate colleges should pay attention to improving teaching quality, including optimizing teaching methods, innovating curriculum and reforming teaching evaluation system.

(3) Academic research and research level

Local undergraduate colleges and universities should pay attention to the improvement of academic research and scientific research level. The organizational culture should encourage teachers to actively participate in scientific research activities, promote academic exchanges and cooperation, and create a good research atmosphere.

(4) Teacher-student relationship and student development.

Local undergraduate colleges and universities should attach importance to the establishment and cultivation of teacher-student relationship, and the organizational culture should advocate equality, respect and care between teachers and students, so as to provide a good environment and support for the all-round development of students.

(5) Innovative and entrepreneurial spirit

Local undergraduate institutions should advocate innovation and entrepreneurship, encourage teachers and students to explore and innovate, and cultivate innovation awareness and entrepreneurial ability. Organizational culture should provide support and motivation for innovative practices.

(6) Social responsibility and service.

Local undergraduate institutions should actively fulfill their social responsibilities and make positive contributions to serving local economic development and social progress. The organizational culture should emphasize the school's sense of responsibility to the region and guide teachers and students to participate in social services and public welfare activities.

2. Current situation of organizational culture in local undergraduate colleges and universities

(1) The clarity and communication of the school mission and values are inconsistent

In some places, there is ambiguity or lack of clarity in the mission and core values of the undergraduate colleges, resulting in the lack of clarity and cohesion in the shaping of the organizational culture of the school.

(2) Teaching quality and scientific research level are uneven

Although most local undergraduate colleges and universities have stepped up efforts to improve teaching quality and scientific research in recent years, there are still some schools with lagging teaching and weak scientific research, resulting in a weak organizational culture in this respect.

(3) The relationship between teachers and students and the degree of support for student development vary

Some local undergraduate colleges and universities pay attention to the cultivation of teacher-student relationship, with mutual respect, care and support between teachers and students. However, in some other schools, there is a lot of alienation and conflict between teachers and students, which affects the all-round development of students.

(4) Innovation and entrepreneurship have increased

Local undergraduate colleges and universities have actively promoted innovation and entrepreneurship education in recent years. Many have strengthened the curriculum of innovation and entrepreneurship and organized innovation and entrepreneurship competitions and practical activities. However, the in-depth implementation of the spirit of innovation and entrepreneurship in the organizational culture of schools needs to be further strengthened.

(5) Social responsibility and service awareness need to be improved

Some local undergraduate colleges and universities have been active in fulfilling their social responsibility and service, and organized some social practice and public welfare activities, but there are still some schools that do not have a deep understanding of social responsibility and service awareness, and their practice is insufficient.

It should be pointed out that the current organizational culture of local undergraduate colleges varies according to different regions and school characteristics. Generally speaking, local undergraduate colleges still have room for further improvement in clarifying their mission and core values, strengthening teaching quality and research level, improving teacher-student relationship and student development, promoting innovation and entrepreneurship, and fulfilling social responsibility and service.

2. High-quality development path of organizational culture in local undergraduate colleges

1. Strengthen educational philosophy

Adhere to moral education, student-oriented, clear school mission and run it through all aspects of the school. First, establish the school-running philosophy of serving the local government. We take serving local development as the fundamental task and mission of running schools. Guided by the needs of local economy, society and culture, we adjust our specialties, optimize our curriculum system, and train high-quality personnel who meet the needs of local development. At the same time, we should pay attention to cooperation with local industries, enterprises and public institutions, promote the integration of production, universities and research institutes, and provide intellectual support and talent guarantee for local development. Second, we should establish a philosophy of innovation and entrepreneurship in running schools. Cultivate students' innovative spirit and entrepreneurial ability. Attention should be paid to developing programs for training innovative talents, providing platforms for innovation and entrepreneurship practice, establishing a mentor system for innovation and entrepreneurship, guiding students to make independent innovation and entrepreneurship, and incorporating innovation and entrepreneurship education into the curriculum. At the same time, we should actively promote the transformation and industrialization of scientific and technological achievements, and promote the organic integration of innovation and local economic and social development. Third, we should strengthen the concept of humanistic care in running schools. Focus on strengthening humanistic care, and cultivate students' humanistic quality and social responsibility. We should attach importance to humanities education, offer humanities courses, guide students to pay attention to social hot spots, and cultivate students' sense of social citizenship and social responsibility. In addition, students' mental health education should be strengthened, psychological counseling and counseling services should be provided to students, and attention should be paid to students' all-round development and physical and mental health.

2. Strengthen organizational culture building

Foster a positive, open and inclusive organizational culture by formulating clear codes of conduct and norms. Encourage teachers and students to actively participate in the construction of school culture, and form organizational consensus and shared values. First, clarify the spirit of school culture. It is necessary to define the school cultural spirit, and take it as a guide to build an organizational culture with local characteristics, which should reflect the local cultural characteristics, and the school cultural spirit should highlight the educational philosophy and development goals of local undergraduate colleges. Second, strengthen the common values of teachers and students. Emphasis should be placed on cultivating the common values of teachers and students, and forming a common organizational culture. Various themed lectures, academic exchanges and other activities should be organized to strengthen communication and exchange between teachers and students, and promote the formation of a community of values between teachers and students. Third, promote the integration of organizational culture into all aspects of work. It includes

enrollment, teaching, scientific research and management. Through the formulation of relevant policies and regulations, the whole school teachers and students are guided to actively participate in the construction of the school's organizational culture. Fourth, establish and improve the evaluation system of organizational culture. Through regular evaluation and feedback of organizational culture, we can understand the achievements and problems, and constantly optimize the direction and strategy of organizational culture construction. And pay attention to inheritance and innovation. On the basis of preserving the tradition, we should promote the innovation and development of organizational culture to adapt to the changes of The Times and the requirements of development.

3. Increase the construction of teaching staff

We will improve the teacher training mechanism, attract and retain excellent teachers, and provide good opportunities and environment for their development. We will encourage teachers to participate in subject development and teaching reform, and improve teaching quality and academic standards. First, we will strengthen the teaching staff. We will pay attention to the introduction and training of high-level teachers and improve the overall quality and ability of teachers. The academic level and teaching ability of teachers can be continuously improved by recruiting outstanding talents, encouraging teachers to conduct further study and research, and conducting teaching training. Second, we should attach importance to teachers' educational concepts and professional ethics. By carrying out ideological and political education and professional ethics education for teachers, we should guide them to establish correct educational concepts, take students' development as the center, and carry forward the lofty spirit of education. Activities such as academic seminars and teaching experience exchange meetings for teachers are organized to encourage teachers to learn from each other, exchange and share experience. Third, assess teacher development and establish incentive mechanisms. Provide a good career development environment for teachers, encourage teachers to continuously improve their academic ability and professional level, and achieve the common development of individuals and organizations. An incentive mechanism should be established to give teachers full recognition and reward for their performance in teaching and scientific research. For example, excellent teacher awards and teaching innovation funds can be set up to encourage teachers to actively engage in teaching and scientific research, which will help improve the quality of teaching, promote the all-round development of students, and enhance the influence and competitiveness of schools.

4. Focus on student development support

We will strengthen students' career planning and education in innovation and entrepreneurship, provide abundant practical opportunities and resource support, establish a sound student counseling and employment guidance system, and pay attention to the cultivation of students' all-round development and practical ability in employment. First, we should create a favorable environment for students' development, focusing on creating a positive learning atmosphere and campus culture. We can encourage students to participate in various practical opportunities by organizing colorful academic activities and club activities, and provide diversified learning and growth platforms. Second, individualized student development plans can be formulated according to students' interests, hobbies, specialties and potentials. By providing different elective courses, training programs, internship opportunities, etc., to help students fully develop and explore their potential. Third, strengthen practical education and social participation. Practical education should be actively promoted, and students should be encouraged to actively participate in social practice and volunteer service. It is possible to establish cooperative relations with enterprises and social organizations, provide internship positions and social practice projects for students, and enhance students' practical ability and social responsibility. Fourth, students can be encouraged to innovate and start businesses. Through innovation and entrepreneurship education, students' awareness of innovation and entrepreneurial spirit can be stimulated. Innovation and entrepreneurship laboratories and incubation bases can be set up to provide resources and support for innovation and entrepreneurship, and encourage students to practice innovation and entrepreneurship.

5. Strengthen student counseling and guidance services

Student counseling and guidance services should be strengthened to help students solve problems in study and life. Sixth, the mechanism of student participation should be strengthened. A mechanism of student participation in decision-making should be established to encourage students to express their opinions and participate in the decision-making of school affairs. Student representative meetings and student self-governing organizations can be set up so that students' voices can be fully respected and expressed.

3. Conclusion

The high quality development of the organizational culture of local undergraduate colleges is the key to promote the quality improvement and talent training of local undergraduate colleges. By constructing a positive and healthy organizational culture, constructing an organizational culture that ADAPTS to the needs of The Times, strengthening the guidance and cultivation of organizational culture and implementing relevant strategies, we can promote the high-quality development of organizational culture in local undergraduate colleges and universities. At the same time, local undergraduate colleges themselves need to keep pace with The Times, keep up with the pace of social change, and constantly improve their educational level and competitiveness, so as to make greater contributions to the training of all kinds of applied and professional talents.

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