

A Study on the Influence of the Phenomenon of Family-Based Management on Teachers' Job Satisfaction in Private Universities in China

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Abstract: Since the reform and opening up of China, the development and progress of private colleges and universities has been obvious to all, and they are an integral part of the higher education system in China. Due to the late start of private universities in China, many problems formed during the development process have not been properly solved, which has led to the fact that the quality of their education has never been significantly improved, and it is difficult for them to make big waves in the society, thus they have never been able to escape from the bottom ranks of the higher education pyramid system. For private universities, they are now at an important stage of transformation, and improving internal governance is an important guarantee for building high-level applied universities. The background of quality education has put forward higher requirements and standards for private universities, and has made many of them deeply aware that the traditional teaching model has gone, and that reform and innovation are the way to achieve high-quality development. Private universities also occupy a very important position in the higher education system and play an important role in exporting talents. At this stage, private universities are in a critical period of transformation. In order to steadily enter the path of sustainable development, in addition to establishing the correct philosophy of schooling, they should also build brand-name majors and construct a stable and high-quality teaching staff, so as to break through the development dilemma and achieve high-quality development.

Keywords: Ethnic Management; Job Satisfaction; Impact

1. Background

The family management of private universities in China has been able to emerge and partially gain a long development. It has its social and economic foundation. China's informal institutional rules based on "family" have provided profound organizational resources for the emergence of family-based management in private universities. Chinese people live in a cultural and institutional environment in which Confucian moral thought is the code of conduct. The specific cultural background has shaped the specific behaviour and value orientation of Chinese people, the most prominent manifestation of which is the construction of a personalized value recognition standard and social credit chain with "family" as the personal value base and blood, kinship and local ties as the interpersonal relations, which have a significant impact on the value judgment of Chinese people.

2. Research objectives

Analyzing the impact of teachers' job satisfaction on the economy under the phenomenon of familial management in private universities.

To investigate the mechanisms of influence between the following groups of factors.

Based on the results of the statistical analysis, compare the degree of importance of each factor and develop targeted suggestions for improving teachers' job satisfaction, providing highly informative advice for private universities to optimize and improve their university management and familial management.

3. Scope of the study

3.1 Theoretical significance and value

This paper combines the theories and methods related to job satisfaction and family-oriented management in private colleges and universities to explore and analyze the influence of the phenomenon of family-oriented management on teachers' job satisfaction in private colleges and universities in China, based on the sampling area of teachers in private colleges and universities in the post-Sichuan region, further enriching the theories related to job satisfaction and family-oriented management in private colleges and universities with theoretical significance.

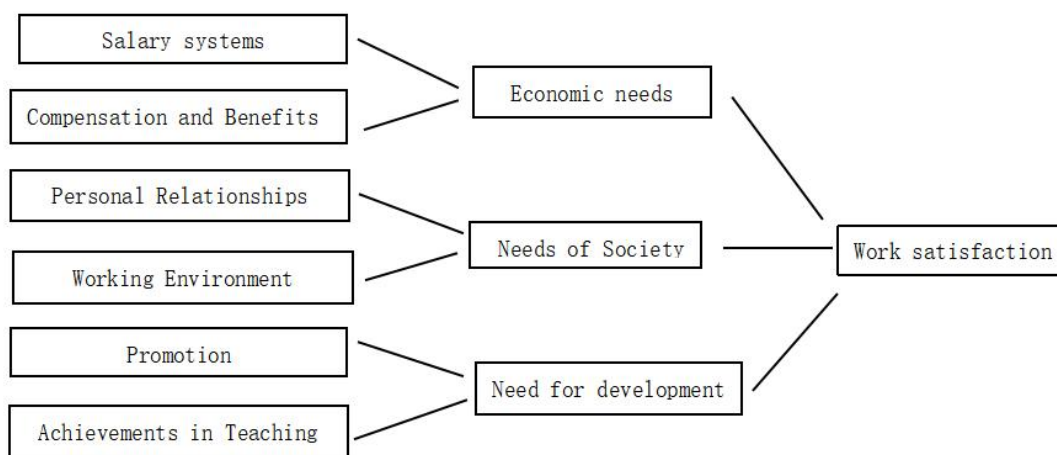
3.2 Practical significance and value

In terms of practical value. This study clarifies the factors influencing the phenomenon of familial management on teachers' job satisfaction in private colleges and universities in China, so that existing colleges and universities can better adapt to current social requirements and provide theoretical support for teachers' job satisfaction enhancement. This will help to enrich and enrich the existing theories related to job satisfaction, familial management in private colleges and universities, and has certain practical value for private colleges and universities in the improvement of teachers' job satisfaction and the optimization of familial management.

3.3 Regional demographic characteristics of the study

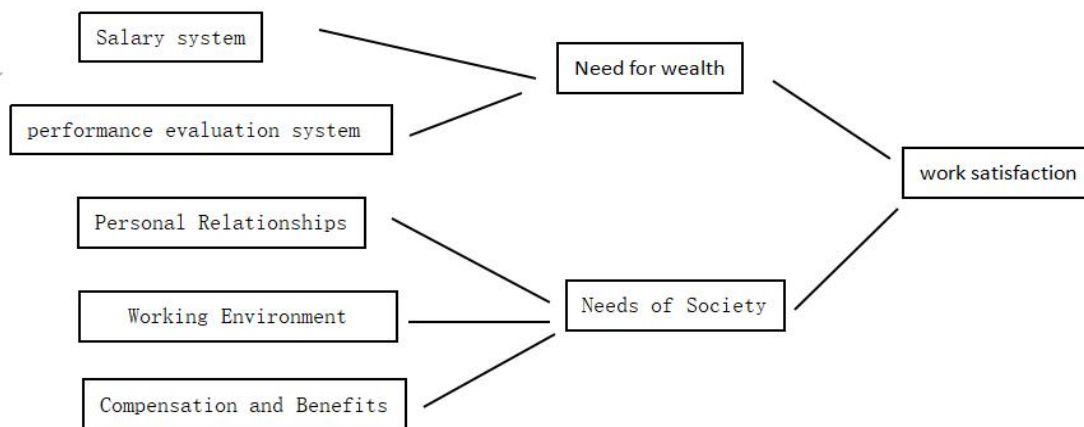
The population sample for this study was drawn from the Sichuan region, and was mainly composed of teachers from private universities in Sichuan.

4. Conceptual framework of the study

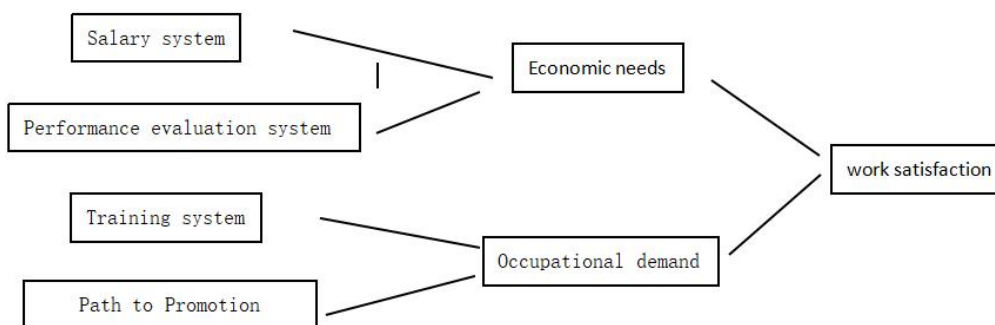


5. Theoretical foundations

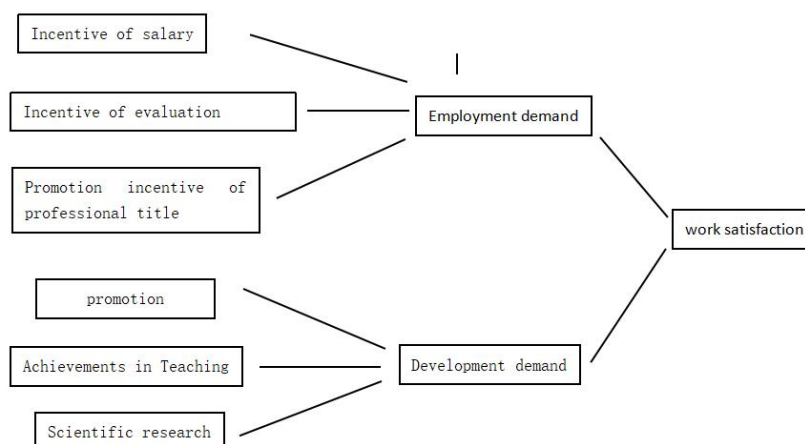
Luo Mingli and Lu Shengyong (2017) pointed out that the reasons affecting the low efficiency of management in private colleges and universities are: the excessive concentration of power caused by the family-style management mode, the imperfect competition and incentive mechanism, the poor welfare treatment of teaching staff and the traditional official ideology. To improve the management efficiency of private universities, it is necessary to clarify the scope of responsibilities and tasks of each staff member, to innovate management concepts, to improve the salary level of staff members and to establish a high-quality teaching staff team.^[1] The school has to improve the efficiency of the management of private universities.



Zhang Fuli (2018) analyzed the factors affecting the job satisfaction of young teachers in private higher education schools and used them to prepare a questionnaire to verify the degree of influence of each factor on young teachers in private higher education schools, and proposed suggestions to improve the job satisfaction of young teachers in private higher education schools.^[2] The questionnaire was developed to verify the degree of influence of each factor on young teachers' job satisfaction in private higher education institutions.



Jun Bai (2019) points out that the management system of private universities has problems such as outdated system, insufficient service consciousness of managers and fairness of implementation to be improved, etc. He proposes that we should reasonably set up positions, pay attention to the training and introduction of excellent talents, improve the distribution and incentive system, establish a scientific assessment system and a new management team.^[3] The management team should be rationalized, pay attention to the cultivation and introduction of outstanding talents, improve the distribution and incentive system, establish a scientific assessment system and a new management team.



6. Related studies

6.1 Current status of domestic research

Wang Xiujun, Zeng Jiao et al. (2019) pointed out that job satisfaction of teachers in private colleges and universities plays an important role in improving the overall professional development of teachers. Bao Yangfan (2021) points out that the key to improving the quality of education and teaching in private universities lies in building a stable teaching team, and the fundamental task of reform and development of private universities is to establish a relatively stable teaching team with reasonable structure and high efficiency.

7. Conclusion

Firstly, through the assessment of teachers' performance, it can establish a good competition mechanism among teachers, strengthen their correct teaching and research behaviors and guide the correct value orientation, thus providing quantifiable reference objects for future education and teaching plans. Secondly, private colleges and universities are not colleges and universities held with state financial education funds, and their sources of funding are enterprises and institutions, social groups and other social organizations, etc. Their financial strength is relatively weak and their sources are less stable.

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