

# Study of the Influencing Factors of Innovative Digital Student Management Platform on College Teacher Job Satisfaction in Sichuan

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**Abstract:** Job satisfaction is one of the most widely discussed issues in organizational behavior and human resource management under innovative digital student management. In this study, the researchers investigated the current job satisfaction of teachers in Sichuan colleges. Research shows that there are significant differences in satisfaction with management platforms. It also draws satisfaction of Jobs in various application management methods, management systems, convenience, personalization, personalization, and innovation. The three research objectives are; to evaluate the influencing factors of innovative digital student management platforms on the job satisfaction of teachers, to explore the influencing factors on job satisfaction of college teachers in Sichuan colleges, and to propose suggestions for improving digital management platforms relating to teacher satisfaction.

**Keywords:** Innovative Digital Management; Student Platform; Teacher Job Satisfaction

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## 1. Introduction

In recent years, with the continuous improvement of scientific and technological informatization, my country's education department has paid more and more attention to constructing school digital management platforms. Due to the characteristics of complex management content and significant individual differences in the management of students in colleges and universities, it is challenging to meet the current development needs if relying on the traditional management model. It is of great positive significance to realize the continuous optimization of differentiated and student management and improve the job satisfaction of college teachers. This paper takes the digitalization of student management in Sichuan colleges and universities as the research object. It discusses the influencing factors of the digital student management platform in colleges and universities on teachers' job satisfaction in the Internet era to understand teachers' attitudes, opinions, and suggestions on the digital management platform. Problems exist in the application and sharing process and basic methods to solve them.

## 2. Theoretical Basis

### 2.1 Theoretical Significance and Value

Combining the concept of digitization, the concept of goal management, and the management concept advocated in the theory of human-oriented management, this paper focuses on the sampling area of teachers in Sichuan colleges and universities to discuss and analyze the influencing factors of innovative digital student management platforms on the job satisfaction of teachers in Sichuan colleges and universities. It enriches the content of the digital, target management, and management concepts advocated in the humanistic management theory, which has theoretical significance.

### 2.2 Practical meaning and value

This paper takes the digitalization of student management in Sichuan universities as the research object, summarizes the theoretical background related to the digitalization of student management in colleges and universities at home and abroad, combines the concept of digitalization, the concept of goal management, and the management concept advocated in the theory of people-oriented

management, through data collection, questionnaires. The survey conducts a comprehensive survey to explore the influencing factors of the digital student management platform in colleges and universities on the job satisfaction of teachers in the Internet era, to understand teachers' attitudes, opinions, and suggestions on the digital management platform, and explore the existing digital student management platforms in the construction, application and sharing process: problems and basic methods to solve them.

### **3. Understanding the Influencing Factors of Innovative Digital Student Management Platform on College Teacher Job Satisfaction in Sichuan**

#### **3.1 People-oriented management theory**

Zhang (2018)<sup>[1]</sup> explained people-oriented principle is one of the four major principles of management. As the name suggests, it is the principle of being people-oriented. It requires people to adhere to the people as the core and the rights of people as the foundation in all management activities, emphasize people's initiative, and strive to realize people's comprehensive and accessible development. Its essence is to fully affirm people's dominant position and role in management activities. The core idea of people-oriented management theory is to regard employees as the most critical resource of the organization, take the maximum satisfaction and reconciliation of the needs of the organization, employees, and stakeholders as the starting point, and fully tap the potential of people through management methods such as incentives, training, and leadership, mobilize people's enthusiasm, create a harmonious, tolerant and fair cultural atmosphere, so that most people feel motivated from their hearts, to achieve the ultimate goal of joint development of organizations and individuals.

#### **3.2 Management by objectives theory**

Ma: et al. (2016)<sup>[2]</sup> put forward the proposition of "target management and self-control." The theory of management by objectives believes that, with the active participation of individual employees of the enterprise, the work goals are determined from the top down, and "self-control" is implemented in work to ensure the realization of the goals from the bottom up. Therefore, the fundamental difference between it and the previous management method is that it does not require what the manager should do but takes measures to ensure the achievement of the goal on the premise of establishing a specific purpose. From this, it can be seen that it is result-oriented. Still, it also emphasizes that in implementing the goals, the subordinates should report the completion of the plans to the superiors in time, so the managers should give necessary guidance, help, and inspection of the subordinates' realization of the goals.

#### **3.3 Theory of digitalization**

Zhou; & Li. (2021)<sup>[3]</sup> explained digitization is an advanced stage of information technology development and the main driving force of the digital economy. With the rapid development of a new generation of digital technology, various industries have created more and more value using digital technology, accelerating the promotion of various industries of digital transformation. The rapid development of digital infrastructure promotes more extensive and in-depth digital applications. The government and all sectors of society will accelerate the construction of digital infrastructure in an all-round way and promote the integrated innovation and integrated application of technologies such as industrial Internet, artificial intelligence, Internet of Things, Internet of Vehicles, big data, cloud computing, and blockchain so that digital applications can be more widely and deeply penetrated the social economy. All levels of operation have become the core driving force for the development of the digital economy. Technology is an important factor in production.

### **4. The Conceptual Framework for the Research Study**

#### **4.1 Innovative digital student management platform**

Student management systems are often referred to as student information management systems. This innovative software organizes and reconciles all student data through a centralized data management system accessible to all departments. This on-premises or cloud-based student management system allows instructors to enter, manage, and access student data.

## 5. The Influencing Factors of Innovative Digital Student Management Platform on College Teacher Job Satisfaction in Sichuan

Lin; & Wang. (2020) <sup>[4]</sup> found the online education platform offers courses every year, the number of teachers and students conducts questionnaire surveys for users, and analyzes the platform's management of course selection, teaching platform, teaching resources, teaching effect, teaching mode, satisfaction the advantages and disadvantages of other aspects, monitoring and analysis of server logs, and continuous improvement of platform performance, pointed out that university libraries participated in the management and services of online education platforms during the pandemic, and promoted the establishment of an effective relationship between librarians, teachers, and students.

## 6. Conclusion

Based on the analysis of the influencing factors of the innovative digital student management platform on the job satisfaction of teachers in Sichuan colleges and universities, the research on the digitalization of student management in Sichuan colleges and universities is found. Corresponding suggestions are put forward to provide a reference for improving the management of students in colleges and universities in my country. The work researched in this paper will help improve the construction level of digital student management platforms, the application and use level of digital student management platforms by college teachers, and the job satisfaction of college teachers. At the same time, according to the analysis and research of the influencing factors, further suggestions are provided for optimizing the digital student management platform in colleges and universities.

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