

# Research on the dynamic mechanism of University Teachers' performance improvement

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**Abstract:** with the deepening of China's education reform, the enrollment scale of colleges and universities began to gradually expand, and a large number of students began to pour into colleges and universities, which put forward new teaching requirements and standards for college teachers. Some colleges and universities have the phenomenon of "emphasizing scientific research and ignoring teaching", and teachers lack strong teaching motivation, which makes college education unable to adapt to the educational requirements under the new situation and meet the needs of students' development. Therefore, colleges and universities should establish the dynamic mechanism of teachers' performance improvement, maximize their teaching ability, improve the enthusiasm and initiative of college teachers, so as to improve the quality of teaching in Colleges and universities, and effectively promote the learning and development of college students. In this regard, this paper analyzes the dynamic mechanism of University Teachers' performance improvement, hoping to provide some valuable references for the majority of teachers.

**Key words:** university teachers; Performance improvement; Dynamic mechanism

## Introduction

In Colleges and universities, teaching work is not only the job of college teachers, but also their basic responsibility. Their teaching level often has an important impact on the quality of higher education. Therefore, teachers play an important role in the process of talent cultivation. The quality and quantity of their participation in teaching is an important embodiment of their daily work level. However, due to a variety of reasons, such as the influence of technical position promotion, University assessment and scientific research orientation in employment, the teaching motivation of university teachers is gradually reduced and they are unable to actively participate in teaching, which is not conducive to the improvement of talent cultivation and teaching quality. In this regard, in order to improve the teaching quality of university teachers, the education department started to issue the "several opinions of the Ministry of education on comprehensively improving the quality of higher education" as early as 2012, which clearly requires to consolidate the basic position of teachers' teaching as the most basic and fundamental work in colleges and universities. Colleges and universities should improve the dynamic mechanism of teachers' teaching, so that they can better participate in the teaching activities of colleges and universities, so as to improve the quality of personnel training and help the all-round development of college students.

According to the current research situation, many researchers often study the dynamic mechanism of teachers' teaching in the process of studying how to improve the enthusiasm and initiative of university teachers, and analyze and study it as an important factor to improve the quality of university teaching and enhance the effectiveness of talent training. For example, some researchers believe that we should use the external mechanism to stimulate the internal motivation of university teachers, and then build a learning community. Based on paying attention to the external motivation of teachers, we should combine it with their professional teaching. This can not only reduce the loneliness of university teachers, but also help them establish the concept of lifelong learning, so as to effectively improve the quality of university teaching, Promote the cultivation of talents in Colleges and universities. Therefore, in the case of College Teachers' general lack of interest in teaching and teaching motivation, colleges and universities should start to build a complete and effective teaching motivation mechanism to promote the teaching initiative and enthusiasm of College Teachers in this way, so as to improve the quality of talent training in Colleges and universities and promote the all-round development of college students.

## 1 Meaning and value

### 1. Meaning of dynamic mechanism

Dynamic mechanism is a way of interaction between internal forces and external forces. Through this way, the change and movement of the whole system can be promoted. It is a benign movement system and structure formed by the interaction of various parts of the system, which can be used to coordinate and stimulate the forces of various parts of the whole system and generate driving forces, So as to promote the whole system from passive to active. At present, there is no strict definition of teachers' teaching motivation mechanism. From the perspective of management, it needs not only stable internal motivation, but also strong external motivation. These two kinds of motivation interact to ensure the normal operation of the mechanism. The external driving force related to the teaching of university teachers is the relevant system and policy, while the internal driving force is mainly the sense of responsibility, mission and attitude of university teachers. These two forces interact with each other. The external related policies and systems have an internal impact on university teachers. They also need the external related systems and policy influence to promote their positive guidance and promotion. With the joint participation of the internal and external driving forces, they jointly constitute the teaching dynamic mechanism of teachers.

### 2. The value of improving the teaching dynamic mechanism of University Teachers

Constructing and improving the dynamic mechanism of College Teachers' teaching has important practical significance for promoting the professional development of college teachers and improving the quality of college professional teaching. Nowadays, with the

development of China's economy and the deepening of education reform, higher education has entered a new period. College teachers have become one of the important factors in the development of marketing and efficient education. For university administrators, in order to better improve the teaching quality of colleges and universities, strengthen the talent training plan, and promote the all-round development of college students, it is necessary to start with the teaching dynamic mechanism of teachers, essentially improve the teaching level of university teachers, and then promote the development of the university education system. At present, there is a widespread phenomenon of "attaching importance to academic research and ignoring professional teaching" among university teachers. Colleges and universities begin to pay more attention to the construction of University Teachers' dynamic mechanism. Nowadays, most college teachers are in a passive and awkward position. They can only engage in relevant teaching activities according to the teaching plans of each college. The innovation of teaching cannot be improved. At the same time, it also greatly limits their enthusiasm to adopt a variety of teaching methods to organize teaching, which is very disadvantageous to the development of college education. In this regard, it is very necessary to strengthen the dynamic mechanism of teachers' teaching. University administrators should deeply analyze the problems existing in the system related to teachers, and timely put forward relevant solutions and methods, so as to promote teachers to generate more powerful motivation, stimulate their teaching enthusiasm and initiative, so as to further improve the quality of teaching and promote the development of higher education.

## 2 Construction of efficient teacher performance appraisal mechanism

### 1. Optimize evaluation criteria

(1) increase the proportion of teachers' Ethics. Teachers' style and morality are important qualities that teachers must have, and important indicators to measure the sense of mission, responsibility and teaching attitude of college teachers. At the same time, this is also an important part of the construction of University Teachers' team. The quality of teachers' style and morality will directly affect the professional quality of university teachers. Many foreign universities regard it as one of the important indicators of assessment. The content of teachers' style and morality covers many aspects, including not only teachers' personality and intelligence, but also their practical ability, professional skills and so on. In the assessment system of university teachers, it is necessary to take it as an important assessment content, and in the assessment system, improve its assessment proportion, so as to promote teachers to correct their teaching attitude and academic philosophy, promote them to establish a lofty sense of mission and responsibility, actively improve their professional quality and comprehensive ability, and teach and solve doubts. Reading and educating people as their life creed, comprehensively promote the development of students.

(2) improve the proportion of teaching quality. Nowadays, in the process of implementing the evaluation in Colleges and universities, it is often the evaluation of teachers' teaching workload. This evaluation method has some disadvantages and does not penetrate into Teachers' daily teaching. The assessment of teachers' teaching quality can effectively urge them to pay attention to the quality of teaching work, and further study the application of teaching content and teaching methods, so as to effectively improve the initiative and enthusiasm of teachers' teaching. Therefore, in the process of evaluating teachers, colleges and universities should increase the proportion of teaching quality, and can use the form of questionnaire to investigate students and solicit relevant opinions, so as to clarify the evaluation criteria of teachers' teaching quality. And it will be reflected in the assessment of teachers. In this way, it will form a joint force to supervise the teaching quality of teachers, and better promote teachers to continuously use new thinking and new methods to improve the teaching quality, so as to further improve the professional quality of students and promote their all-round development. In addition, the assessment can also be carried out according to the process indicators. For the evaluation system of teachers, the process assessment standards can be added, such as the pre class preparation of teachers, the application of teaching methods, and the care and responsibility for students' learning, to refine the assessment standards and contents, In order to ensure the teaching quality of teachers and the optimization and integrity of the teaching system at the source.

(3) implement classified assessment. In order to better improve the effectiveness of assessment, teachers can be classified and assessed separately. This can help teachers relieve their work pressure and help them clarify the focus of their work. In foreign higher education, for example, the United States, Canada and other advanced countries have started to implement the classified assessment of teachers. In China's higher education, there are still some deficiencies in this aspect. Therefore, colleges and universities should carry out classification work for various types of teachers with the cooperation of various colleges. University teachers can be divided into three categories, namely, teaching type, scientific research type and teaching and scientific research type. According to different types of teachers, different assessment methods, assessment contents and assessment standards are adopted. In this way, college teachers are urged to clarify their work priorities, so that they can better handle the relationship between scientific research and teaching, so that they can better carry out relevant teaching and scientific research work, and promote the improvement of teaching quality in Colleges and universities.

### 2. Implement various incentive modes

(1) material incentive mode. In order to better improve the teaching quality of teachers and stimulate their initiative and enthusiasm, colleges and universities can encourage them in the material field, so as to effectively improve the teaching quality. There are many main forms of material incentives, such as bonuses, prizes, allowances and various welfare benefits. Giving timely material incentives to excellent teachers can better stimulate their enthusiasm for work, so that they can better invest in teaching work and improve teaching quality. Correspondingly, teachers with poor performance should have negative incentives. At present, in the process of using material incentives in Colleges and universities, although it costs a lot, teachers' teaching enthusiasm and initiative are still not high, which seriously affects the development of college education. In this regard, colleges and universities can start from the following aspects. First, the bonuses and wages should be paid separately, which can make college teachers treat their work and extra income differently. Teachers who have made

innovations and contributions in teaching and scientific research should be given key rewards, so as to mobilize the innovation consciousness and action enthusiasm of university teachers. Among them, we must put an end to equalitarianism and prevent the formation of a “big pot” situation, which can not play an incentive role.

(2) spiritual incentive mode. With the improvement of China’s economic level, the living standard of teachers has also been improved and improved, and the material incentive has shown a weakening trend. And the material incentive model has some drawbacks, its validity period is very short, and may bring serious side effects, and even have a certain impact on the teaching environment and academic atmosphere of colleges and universities. Spiritual motivation can deeply motivate university teachers, better mobilize their enthusiasm and initiative, and make university teachers clear their own tasks and goals, which is more effective. First, the short-term, medium-term and long-term goals of colleges and universities can be publicized to teachers, so that they can better understand the school’s planning and goals, and clarify their roles and tasks in the process of achieving the goals. At the same time, they can integrate the school’s goals with their own goals, so that teachers have a strong sense of responsibility and mission, Better improve the initiative of work. Then, enhance teachers’ sense of honor. It is necessary for colleges and universities to create an atmosphere of advocating honor on campus, and set up some honorary titles in Colleges and universities, so as to stimulate the working motivation of college teachers and attract them to work for it.

(3) emotional incentive mode. The emotional motivation model is mainly that university managers should actively communicate and interact with university teachers in emotion, respect and care for teachers, and keep their emotions at a good level, so as to stimulate their work enthusiasm and initiative. First of all, it is necessary for university administrators to create a good working environment for university teachers. The environment has a great impact on people. In a good environment, teachers’ working ideas can be active and agile, so as to better carry out teaching work. The working environment is divided into natural working environment and social working environment. The natural working environment mainly refers to a healthy, clean and civilized natural working environment, while the social working environment refers to the school atmosphere, whether there is playing tricks, bureaucratic style, etc. It is necessary for colleges and universities to create a good natural and social environment for teachers. Managers should actively carry out emotional communication and exchanges with teachers, stabilize teachers’ emotional state, and eliminate the bad atmosphere in management, so as to help stimulate teachers’ enthusiasm, improve teaching quality, and comprehensively promote the development of College students and college education.

## epilogue

In short, in the new era, university managers should actively build a dynamic mechanism to improve teachers’ performance, stimulate the enthusiasm and initiative of university teachers through new thinking and new methods, better improve the quality of teaching, and promote the all-round development of university education.

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