

Thinking on College Education Management Based on the Humanistic Concept

Xin Chen

Nanjing Forestry University, Nanjing 210037, China.

Abstract: The education industry has always been attached great importance to the country, with the development of the new era, education constitution has undergone fundamental changes, especially in the process of carrying out education management in colleges and universities, to change the traditional management concept to pay attention to human culture management. Humanistic management idea can promote efficient implementation advancing with The Times, improve management efficiency, but from the current form of some colleges and universities in the process of education management is often lack of humanistic consciousness, both school managers, or teachers, students are lack of humanistic consciousness, will cause certain obstacles to the education management of colleges and universities.

Keywords: Humanistic; College Education; Education Management; Humanistic Idea

1. The necessity of the application of the humanistic concept

1.1 Make college education keep pace with The Times

Colleges and universities should pay attention to the adjustment of education management mode, so as to enhance their core competitiveness in the fierce market competition, help colleges and universities to enhance the brand effect, and better promote colleges and universities to achieve the goal of rapid development. The concept of human orientation is of great help to the education management of colleges and universities. The adoption of this education management mode can more meet the needs of the education development of colleges and universities. In the process of the development of The Times, colleges and universities should constantly innovate and optimize the education management mode to ensure the improvement of the quality of education management. University education management level effectively, to better meet the specific needs of students' learning and life, can realize the unity of education management direction, reasonable use of humanistic concept, university education management work can make up for the shortcomings in the previous management process, can fully highlight the advantages of university education management, university education management work can better serve for students and teachers.

1.2 Improve the efficiency of education management

In the process of the education management in colleges and universities, there are widespread problems of timeliness and effectiveness, which seriously hinder the rapid development of the education management in colleges and universities. Only when teachers and students of colleges and universities lack a sense of identity for the current education management mode, it will affect the quality of the education management in colleges and universities. Some colleges and universities seriously lack the enthusiasm of innovation consciousness and active exploration in education management, and still adopt the traditional inherent ideas to carry out educational management, and cannot achieve new breakthroughs in the specific process of educational practice. Under the influence of the humanistic concept, the teaching management mode should be reformed, and more attention should be paid to the initiative of students and teachers in the management process, which effectively enhances the status of students and teachers in the school. Only when colleges and universities renew the comprehensive layout of education management and break the shackles of the traditional

management mode, teachers and students can have a strong sense of identity with the education management, can help the education management of colleges and universities improve work efficiency, and the shortcomings of effectiveness and effectiveness of management can be solved.

2. There are problems in college education management

2.1 Managers lack of humanism

Managers play an important role in college education management. If the overall ability and quality of personnel is relatively low, the normal development of college education management mode cannot be guaranteed. So the predetermined goal of university education management can reach the standard, the key lies in the management ability quality, due to the influence of traditional ideas, a lot of managers in the university education concept is relatively backward, used in the process of education management management method is still a traditional, old, old way. In the education management of colleges and universities, it emphasizes the role of teachers, and does not pay attention to the specific needs of students. The management puts more emphasis on the efficiency of management, rather than paying attention to the purpose of management, and the serious lack of humanistic consciousness, and the final educational goal is difficult to achieve.

2.2 Teacher management lacks humanism

College teachers have a very important position in the process of education management. Whether the goal of education management can be achieved, the influence of university teachers is also very big. However, from the current form, in the process of carrying out education management, colleges and universities often lack of humanistic consciousness in teacher management, which is mainly reflected in the lack of initiative and participation in the formulation of teaching decision-making plans. Part of colleges and universities in making teaching decisions are directly by the competent department, without reference to the opinions of the teacher, eventually the teaching decision issued to teachers, teachers will not understand the teaching decision to carry out a single teaching mode, for such teaching decision plan teachers cannot achieve innovation teaching, teachers' work enthusiasm is also easy to be polished. In the process of carrying out education management, colleges and universities also lack the humanistic consciousness when evaluating teachers. Some colleges and universities evaluate teachers 'level, ability and promotion through quantitative evaluation, and only pay attention to the final results rather than teachers' usual performance. For example, in the process of judging teachers' ability level, some universities are based on the number of papers published by teachers. It is very unfair to evaluate in such a way. It is difficult for teachers to fully show their self-value, and it is difficult for teachers' teaching enthusiasm to be improved.

3. The specific application of the humanistic concept

3.1 Conduct macro-control of teachers' education and management right

Teachers and students are the most contact, as the mission of educating students, for teachers' own ability level and comprehensive quality requirements are relatively high, is not simply to impart teaching knowledge to students, not only to teach but also to achieve education. Colleges and universities according to the requirements of the state for quality education, in the school made a sound management mechanism, for students learning, discipline are proposed clear rules, with the development of the new era, students personalized differences is more and more obvious, the school will constantly optimize and improve the management system, in the process of management system for perfecting the school to listen to the opinions of the teachers, teachers are the most understand the students, schools and teachers thorough communication suitable for education management plan. And teachers should consider from their own perspective, constantly improve their ability level and professional quality, to set a good example in the hearts of students, students are more willing to contact with teachers, teachers in the process of education management for students, to fully consider the differences of the students' personalized, to adopt layered education mode of students with different personality. Schools respect teachers' autonomy and management rights, respect teachers' ideas enough, and give teachers more space for growth and development, so that teachers can be more familiar with the school's management system.

3.2 Create career value

In the management of teachers in the process of university education management, we should respect the individual development

of teachers and provide more opportunities for promotion, so that the value of teachers can be fully reflected. Universities to achieve double type education mode, teachers' overall level and comprehensive quality will conform to the standard, in the process of perfecting teachers' management system, to fully consider the teachers' personal will, for teachers to the evaluation from the perspective of objective evaluation, at the same time to establish a perfect system of rewards and punishments to improve teachers' work enthusiasm, only the overall level of teachers team quality, comprehensive quality, to realize the construction of famous teachers team. In the process of managing teachers, we should fully consider the contributions teachers make to the school, whether teachers have rich teaching experience, and understand the specific needs of teachers' individual development, so that the school can provide teachers with more opportunities for promotion and opportunities to study outside.

3.3 Actively respond to teachers' needs for treatment

The value measurement of teachers and the ability level measurement of teachers can be reflected by the salary and treatment, and the salary and treatment is also necessary for individual teachers to survive. Universities and the local communication, the competent department of the proposal to help college teachers improve treatment level, this way to highlight the value of the teachers, universities also should establish perfect salary management system, in the process of the school teachers in the salary distribution of comprehensive perspective, not only to consider the teacher's title problem, but also consider the teachers' class quantity and teaching quality, and whether teachers have scientific research achievements to measure teachers' salary level. According to different majors, teachers should be provided with targeted opportunities for training and further study. Only after the improvement of the overall level of teachers can they improve the teaching quality of the school, which is more conducive to promoting the future development of the school.

4. Conclusion

In recent years, the number of colleges and universities has begun to increase gradually. No matter how much the number increases, the ultimate goal is to provide high-quality talents for the society and the country. In such a fierce market environment, the colleges and universities consider the future employment direction and goal, to change the traditional education management mode, pay more attention to the concept of humanization, from the subjective perspective of teachers and students develop reasonable education management plan, to better meet the needs of students' mental health growth, to provide students with more employment opportunities.

References

- [1] Xu KH, Zheng X, Zhang ST. Discussion on the management mechanism of higher education under the concept of humanization [J]. *Intelligence*, 2022 (10).
- [2] Li L. Research on university Education Management based on humanization concept [J]. *Journal of Hubei Open Vocational College*, 2023 (03).
- [3] Wang QT. The role of educational leadership and education supervision on improving the quality of college education [J]. *Chinese Journal of Multimedia and Network Teaching* (published), 2022 (04).
- [4] Golin O. Analysis on the Reform Way of University Education Management under the Concept of Innovative Education [J]. *Theoretical Research and Practice of Innovation and Entrepreneurship*, 2021 (12).
- [5] Meng XA. Thoughts on the innovation of College Education Management in China in the New Era [J]. *Journal of Jilin Chemical Engineering University*, 2020 (10).
- [6] Ge HL. Research on mechanism optimization and system innovation of university Education Management [J]. *Curriculum Education Research*, 2020 (24).