

Research on the Management Mode of Higher Education from the Perspective of People-oriented

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Abstract: People-oriented means that teachers should respect students' subjective consciousness and individual differences in the process of establishing teaching framework and teaching management platform, and improve the corresponding management scheme, so as to achieve reasonable results, conform to the fundamental development direction of quality education and promote the all-round progress of teaching work. The continuous development of higher education puts forward higher requirements for university education management and promotes the innovative development of university education management model. Therefore, schools should establish a scientific management system, deeply integrate educational resources with management concepts, and provide basic guarantee for the optimization and perfection of the educational management system. Based on this, this paper discusses the connotation and significance of people-oriented concept, and on this basis, points out the shortcomings in the current development of university education management, and constructs the management model of higher education by establishing the management concept of student-oriented, integrating flexible management and perfecting relevant institutional systems.

1. Introduction

Combined with practice, education management, as one of the important tasks of universities, mainly mobilizes all teaching resources owned by universities by means of planning, organization, leadership and encouragement, and optimizes the allocation of resources in combination with specific teaching objectives, thus achieving the goal of cultivating high-quality innovative talents. The continuous development of higher education puts forward higher requirements for university education management and promotes the innovative development of university education management model [1]. It is a new challenge for university education management to actively create a good educational atmosphere, improve the comprehensive quality and innovation ability of university teachers, and cultivate first-class talents that meet the demands of social development in the new era. Therefore, schools should establish a scientific management system, deeply integrate educational resources with management concepts, and provide basic guarantee for the optimization and perfection of the educational management system.

2. Connotation and significance of people-oriented higher education management

Maslow, the founder of humanism, put forward the famous hierarchy of needs theory. He believes that: first of all, needs are the internal motivation to mobilize the enthusiasm of people, highlighting the importance of meeting needs in human development. People-oriented university education management is to apply humanism to university education management. The educational management of universities should "focus on people, for people, care for people, understand people, rely on people, respect people, unite people and develop people, take people's all-round and comfortable development as the core, and create corresponding environment and conditions, based on individual self-management of members [2-3]. Therefore, in the development process of enterprises, education and other fields, people, the basic component of their own structure, should be taken as the focus of development, and all development behaviors should be carried out around people, so as to construct a oriented development pattern and fit in with the development trend of

socialism.

People-oriented education management mode needs to start from the connotation of people-oriented thought, pay attention to individual differences, divide the whole student group vertically and horizontally, and formulate corresponding strategies according to the different characteristics of different levels and different objects to meet diversified needs. For this demand, university administrators can give guidance in psychology, quality and skills through a series of "going to the workplace" training activities, so that they can adapt to the cultural differences between society and campus in advance and have strong adaptability [4]. In addition, people-oriented means that teachers should respect students' subjective consciousness and individual differences in the process of establishing teaching framework and teaching management platform, and improve the corresponding management scheme, so as to achieve reasonable results, conform to the fundamental development direction of quality education and promote the all-round progress of teaching work.

3. Shortcomings in the development of university education management at present

3.1. Ignore students' individual needs

At present, in the management process of most schools, influenced by the education system, the student group and the school belong to the relationship, that is, the school unilaterally manages the students, and the students lack the corresponding initiative in the management system. The single teaching path often restricts students' all-round development, fails to practice reasonable and effective educational management guidance, and also affects students' enthusiasm for learning, making students lack a sense of ownership, resulting in the imbalance of teaching management effects [5-6]. For example, checking students' classroom attendance and accommodation can certainly maintain the order of the campus. From the perspective of students' own development, the management form of such things will form a shackle on the ideological level, which is not conducive to students' own development in the long run.

3.2. Backward educational management mode

At present, under the mode of university education management, a few teachers stick to the old ways and still regard themselves as the protagonists in their teaching activities. The mode of education management has not yet got rid of the shackles of traditional education management concepts. In other words, the path and method of teaching management reform can not be unified with the demands of school students, and the management mode is superficial, which will inevitably affect the comprehensive level of management, making the overall effect of higher education management unable to meet expectations. We should practice the student-centered scientific management concept in educational practice to better improve the overall quality and level of educational management.

3.3. Lack of humanistic care

In recent years, China's market economy system has been gradually improved, and China's higher education has entered the era of popular education. Students should have the right to choose the teaching services provided by universities. Moreover, under the background of knowledge economy era, the talent training objectives of Chinese universities have also changed, and it is necessary to cultivate innovative talents that meet the needs of society.

As the object of running a university and training, students can be said to be the fundamental significance of the existence of the university, so they should naturally become the main body of the education management model. However, according to the author's research, influenced by long-term exam-oriented education, this basic understanding is often ignored in many university education management models at this stage, and students are more regarded as the object of education management to carry out various tasks [7]. Students can't choose courses according to their own interests, but only according to the courses arranged by the school, and the teaching teachers are also arranged by the education administrators, so students can't choose their own

teaching teachers. In particular, the division of rights in the subjective thinking system will increase the polarization in students' hearts and seriously slow down the cultivation of students' character and personality.

4. Construction of higher education management mode from the perspective of people-oriented

4.1. Establish a student-oriented management concept

In the practice of college students' education management, we should fully and comprehensively practice the scientific people-oriented concept and fully highlight students' subjective status. Students are the main participants in university education and the key to university cultivation. In order to further strengthen the infiltration of people-oriented concept, schools should take students as the starting point, take into account their own development characteristics, and combine the current development trend of the times to construct a three-dimensional and integrated service system. With the support of various management details, students can form a sense of identity with the management service system to mobilize their deep feelings.

On the one hand, in the process of daily management, schools should fully and comprehensively grasp students' cognitive characteristics and fully guide students' participation. On the other hand, college students' education management not only stays in daily management, but also includes more comprehensive and three-dimensional education function management and other work. In the process of implementing the management of higher education, in order to truly change the traditional educational concept and teaching structure, it is necessary to form a top-down teaching system, practice democratic management programs, and ensure that students can grow up healthily in a good learning environment. Help students reasonably express internal conflicts and contradictions [8]. Within the school, non-critical appeal agencies are established at the class, department and school levels, so that students can consult or express any problems and unfair phenomena encountered in life and study.

4.2. Integrate into flexible management

Flexible management is to optimize and improve the existing rules and regulations of school education, so as to avoid the rigid and institutionalized forms of discipline from affecting students to some extent. For example, in the choice of majors for college students, students can be allowed to choose a minor, and the minor and major are placed in the same position, giving students more independent choices, creating a good learning environment and ideological atmosphere for students, promoting students to actively participate in university studies, and opening up a new path for the innovation of university education management mode under the people-oriented concept. Choose excellent and high-quality tutors to tutor students, and effectively guide students to choose courses according to their needs and characteristics. Secondly, we should adhere to the principle of "giving priority to students and taking me as a supplement".

In addition, universities should also allow students to choose their own majors and minor majors, and actively establish a credit mechanism that can be shared with other universities, so as to create more choices and development opportunities for students and effectively implement the people-oriented education management model. In view of this, when implementing education management, schools should fully tap students' inner self-restraint, and relax the strict rules and regulations appropriately. Only after students gradually accept the existing management forms can they gradually increase management efforts. Establish professional practice bases inside and outside the school, where students can independently carry out professional quality training. Measures such as opening microteaches to all normal students and professional laboratories to professional students provide space for students' quality exercise.

4.3. Improve the relevant institutional system

The smooth change of roles is the key to the successful implementation of the people-oriented

education management model. Only by completely changing roles, innovating ideas and moving from "dominating" to "serving" can university administrators put the people-oriented education management model into practice. Establish a system of students' self-supervision and management. Through students' self-discipline, self-management and self-evaluation, students are trained to establish a correct outlook on life, world outlook and values, so as to better regulate their own behavior and improve their own quality [9]. The forms of self-supervision and management can be systematized and diversified. The standard evaluation analysis model is shown in Figure 1:

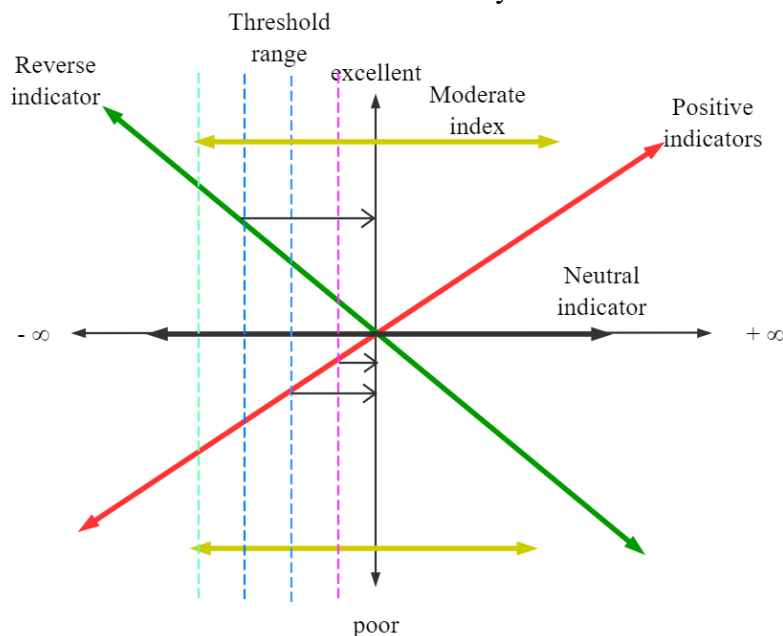


Figure 1 Standard evaluation analysis model

University administrators should fully base on their own educational goals and corresponding standards, and then judge the comprehensive quality and teaching effect of their students under the condition of systematically collecting relevant information. On this basis, combined with the training objectives of various majors and social needs, they should establish targeted evaluation standards for success and strictly implement them. In the evaluation of education management, teachers should be guided to evaluate students' current learning situation, and the evaluation content should not only include students' test scores, but also evaluate students' performance in learning and students' practical ability, so that teachers can fully grasp students' real learning situation and lay the foundation for further improving the people-oriented education management model.

When combining the people-oriented concept with the working system, we should get rid of the traditional directional working mode, take decentralization as the main development direction, rationally allocate every detail management mode, and try our best to fit the management system with the students' thinking system at this stage in order to give full play to the maximum effectiveness of the management system [10]. The incentive system of coordinating material incentives and spiritual incentives, supplementing positive incentives and negative incentives, and combining internal incentives and external incentives is adopted to promote students' autonomous learning, and ultimately achieve the goal of promoting students' academic progress, personality growth and professional development.

5. Conclusions

It is a new challenge for university education management to actively create a good educational atmosphere, improve the comprehensive quality and innovation ability of university teachers, and cultivate first-class talents that meet the demands of social development in the new era. People-oriented education management mode needs to start from the connotation of people-oriented thought, pay attention to individual differences, divide the whole student group vertically and

horizontally, and formulate corresponding strategies according to the different characteristics of different levels and different objects to meet diversified needs. In the practice of college students' education management, in order to comprehensively and effectively improve the level and quality of education management, it is necessary to fully and comprehensively practice the scientific concept of people-oriented, constantly innovate and optimize the methods of education management, and better improve the overall effectiveness of college students' education management.

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