

Research on Optimization of Administrative Management Path of Higher Vocational Colleges Based on AHP

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Abstract: With the development of society and the continuous improvement of people's quality, both teachers and students put forward higher requirements for administrative management. However, there are still many problems in the administration of Higher Vocational Colleges in China, which is not conducive to the development of Higher Vocational colleges. Based on this, this paper first outlines the problems existing in the administrative management of Higher Vocational colleges, and points out that in the perspective of AHP, the efficiency of the administrative management of higher vocational education institutions can be improved by constantly reforming the administrative management and renewing the management concept.

1. Research background

1.1 Literature review

Luo Hao put forward that higher vocational colleges, as an important part of higher education in China, shoulder the responsibility of training skilled talents for Chinese society. It plays an important role in China's higher education (Luo, 2017). Zhu Wenhua believes that administrative management plays an important role in the management of Higher Vocational colleges. As an auxiliary management system of Higher Vocational colleges, it plays a major role in guaranteeing and supporting teaching and scientific research (Zhu, 2009). Huang Xiaozheng pointed out that with the implementation of China's education reform, the enrollment scale of higher vocational colleges is also expanding. More and more students have brought not only teaching pressure to school teachers, but also overload pressure to administrators in Higher Vocational colleges. Under the pressure of overload work, the administrative staff in higher vocational colleges will gradually produce the problem of job burnout, which is directly related to personal factors and job matching (Huang, 2016). Jiao Jing pointed out that only by doing a good job in administrative management can higher vocational colleges help schools develop better and improve the quality of teaching. With the implementation of educational reform, higher requirements have been put forward for Higher Vocational colleges' administrative management, which requires higher vocational colleges to constantly reform and innovate administrative management work in order to meet the needs of educational reform and development. However, at present, there are still many problems in the administration of Higher Vocational Colleges in China (Jiao, 2018). Wang Shuhua, Chen Zhongren and Tang Jiping pointed out that with the deepening of China's education reform, the problems in the administrative management of higher vocational colleges have become increasingly prominent. For example, the concept of administrative personnel is backward, lack of systematic management mechanism, seize academic power and so on, so the reform of administrative management in higher vocational colleges is imminent (Wang et al., 2013). Higher vocational colleges can alleviate these problems to a certain extent only through continuous reform, constantly updating the management concept of administrative personnel, establishing a systematic management mechanism and shaping academic authority.

1.2 Purpose of research

From the perspective of AHP, the administrative mechanism of Chinese higher vocational colleges is formed under the highly centralized planned economy system. In this case, the

administrative power of the administrative management mechanism is relatively centralized, and the administrative power occupies a dominant position in the management of colleges and universities. Teachers and students only have the right of suggestion and no decision-making power. The evaluation of teachers' professional titles and subject construction are also determined by the administrative leadership, which easily leads to teachers' lack of teaching enthusiasm and subjective initiative. At the same time, because of the high status of administrative power in Higher Vocational colleges, everything in the school will be interfered by administrative management, which easily leads to bureaucratism of administrative officials, thus ignoring the administrative work can only be. This is not conducive to the harmonious coexistence of teachers and administrators, but also to the construction of a harmonious campus. At present, most of the administrative staff in Higher Vocational Colleges in China have different background of origin, so the professional level of administrative staff is uneven, and the overall level of specialization is low. Vocational colleges and universities do not pay attention to the training and management of administrative personnel, which makes the management concept of administrative personnel backward, coupled with their own level is limited, leading to the development of administrative work is not smooth. Therefore, it is of great significance to study the administrative management path of Higher Vocational Colleges for the development of administrative management of Higher Vocational colleges.

2. Problems existing in administration work of higher vocational colleges and universities

2.1 Few administrators and backward ideas

From the perspective of AHP, the proportion of managers in Higher Vocational Colleges in China is less than 1:5, which does not accord with the proportion of teachers and students in Higher Vocational colleges. If we want to make higher vocational colleges develop rapidly, it is necessary to improve their management level (Liu, 2012). However, at present, most higher vocational colleges still only pay attention to education and scientific research, but do not pay enough attention to the management of personnel effectiveness. The managers of higher vocational colleges not only have the problem of personnel shortage, but also lag behind their management concepts, and they have not established a systematic management system, which leads to the stagnation of the administrative work of Higher Vocational colleges. The shortage of administrators in higher vocational colleges will lead to the problem that administrators play several management roles, which will lead to the decentralization of personnel and can not concentrate on their own work. Moreover, higher vocational colleges have not paid enough attention to the administration, the general treatment of administrative staff is not high, the promotion system is fixed, and the administrative staff's enthusiasm is not high because of the mismatch between title and treatment. In addition, higher vocational colleges have not set up a systematic management system, which makes the work of administrative staff more casual and formalistic, and has no practical effect in the actual administrative work.

2.2 The phenomenon of administrative power crowding out academic power

The most important task of higher vocational colleges is to train all-round technical talents for the society, so the development of higher vocational colleges can not be separated from academic research and scientific research creation. Higher vocational colleges need to constantly innovate ideas and accumulate knowledge, so as to make higher vocational colleges become the gathering place of ideas and knowledge, and to cultivate applied talents in line with social development. Based on this, in the perspective of AHP, higher vocational colleges need to create a good environment for academic research, so that teachers can study scientific research in a good environment, and provide help for the development of Higher Vocational Colleges and students. However, as far as the management of higher vocational colleges is concerned, most schools have the phenomenon of dominant administrative power. The embezzlement of academic power by administrative power is not conducive to talents' devotion to scientific research, and will lead to academic decline (Wang et al., 2016). For example, most higher vocational colleges will hold

seminars to let scholars enter into exchanges and study, but if the seminars lack administrative support, the proposals of academic experts will not be adopted, the needs of teachers will be difficult to meet, which is not conducive to academic development. Because of the great administrative power, excessive interference in academic seminars has brought great troubles to experts and scholars. Therefore, higher vocational colleges should actively establish a reasonable management mechanism, so that academic research can be carried out smoothly and academic development can be promoted.

2.3 Problems in the construction of administrative staff

Whether the administrative work of higher vocational colleges can be carried out smoothly has a direct relationship with the quality of administrative staff. Only when the administrators have high quality can the management level of higher vocational colleges be improved. Therefore, higher vocational colleges should recruit high-quality management personnel, and should also continue to train and train. At the present stage, the gap between the treatment of administrative staff and other staff in higher vocational colleges is widening, which makes many administrative staff always do not finish their work well and cope with things (Ma, 2017). Moreover, most of the internal promotion systems in higher vocational colleges are not friendly to administrators, which makes the promotion system of administrators much worse than that of teachers, such as Title evaluation, position promotion and so on. Therefore, this also causes many administrative personnel to spend more energy and time in improving their educational level and participating in professional titles examination, while most of their own work is in a state of coping. Higher vocational college administrators pay more attention to their own development issues, so they no longer think hard and study the administration work in depth, which ultimately leads to the low quality of administrative staff, high mobility, and stagnation of the administrative level of Higher Vocational colleges.

3. Innovation path of administrative management in higher vocational colleges

3.1 Enhancing the service consciousness of administrative personnel

Higher vocational college administrators should constantly strengthen their own management consciousness, enhance their ideas, get rid of the old management concept, and form a management concept of wholeheartedly serving teachers and students. Higher vocational colleges should actively establish and improve the system of management system, and constantly introduce talents with advanced management concepts, in order to improve the overall management level of Higher Vocational colleges. Higher vocational colleges should also constantly stimulate the enthusiasm of administrative staff, stimulate the potential of administrative staff, so that they can play the most effective role in their work, and ensure the effective operation of scientific research and administrative work in Higher Vocational colleges. Administrators must have a sense of service and provide patient service to all teachers and students. Therefore, higher vocational colleges should improve their requirements in recruiting administrative personnel, take the form of examinations to compete for posts, and absorb talents with rich management experience. At the same time, higher vocational colleges should continue to provide vocational skills training for administrative personnel, so that administrative personnel have rich management experience and working skills, so as to effectively improve their service level.

3.2 Coordinating the relationship between administration and learning

On the one hand, higher vocational colleges should create a good scientific research environment for academia, which requires a good balance between administration and academia. Only when the relationship between administration and academia is well coordinated can academia create a good research atmosphere. In most higher vocational colleges, the power of administrative staff is greater than that of academic staff, which almost makes academic staff have no right to speak and manage. Therefore, experts and scholars should grasp the discourse power as much as possible and participate in the decision-making of major issues to ensure that they have academic and

administrative power. Only when academic power and administrative power are balanced can higher vocational colleges develop rapidly. On the other hand, most administrators have a bad relationship with teachers and students. Administrators think that the status of teachers is high and difficult to get along with, while students are too individualized and difficult to manage, so administrators are always not recognized by teachers and students in the implementation of management work. Therefore, administrators should form a good relationship with teachers and students in order to facilitate the smooth implementation of later administrative work.

3.3 Strengthen the construction of administrative management team

Higher vocational colleges must strengthen the construction of administrative staff, improve the overall quality of administrative personnel and comprehensive ability. First of all, the administrators of higher vocational colleges should set up correct management objectives, face work with a positive attitude, abide by discipline and law, and have the concept of serving the whole school wholeheartedly. Secondly, administrators should constantly improve their cultural literacy and professional level, devote themselves to their work, actively promote the harmonious relationship between academic and administrative, and provide a good campus environment for teachers and students. Finally, the administrators of higher vocational colleges should actively improve their comprehensive literacy. Only high-quality and competent administrators have the ability to coordinate the work of various departments. Therefore, administrators should adjust their mentality and face the work with a positive attitude. When facing problems, we should be calm and persuasive.

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