

A Study on the Model of “Humanistic Management” in Undergraduate Universities from the Perspective of Management Science

Chun-xiang Zhao¹, Fei Zhang^{2,*1}

¹Hunan Institute of Traffic Engineering, Heng Yang, Hunan, 421009, China

²Hunan Institute of Traffic Engineering, Heng Yang, Hunan, 421009, China

*Corresponding Author

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Abstract: The purpose of “human-oriented management” in undergraduate universities is to create a free and orderly learning and living environment for students, which not only enables them to develop their minds and morals healthily, but also encourages them to perfectly perform the great trust of knowledge civilization and practice creation endowed by The Times with full passion and thoughtful exploration. In this paper, combined with the high duty colleges and universities from the perspective of management connotation of the “humanistic management” the reality of the research, the undergraduate course colleges and universities from the perspective of management scrutiny “person this management” the orientation of thinking, “humanistic management” undergraduate course colleges and universities from the perspective of management discusses three aspects of model building and the undergraduate course colleges and universities “humanistic management” mode has carried on the system analysis and research, The aim is to explore a new way for college students to learn life management in the new era.

1. Introduction

With the efficient development of higher education and the steady deepening of education reform in China, the learning and living conditions of students are changing with each passing day. The traditional “studying hard through a cold window” has given new meaning to The Times. However, when we are faced with the vast space for the development of education management brought about by this, we also give rise to the deep thinking about how the student management work is contemporary.

2. A Realistic Study on the Connotation of “People-Oriented Management” in Undergraduate Universities from the Perspective of Management

2.1 The Times Connotation of “Humanistic Management”

The so-called “people-oriented management” is people-oriented and people-centered. On the premise of establishing students' subject status comprehensively, all management activities are systematically planned around how to mobilize students' subjective initiative, learning enthusiasm and practice creativity. It has distinct characteristics of The Times, and the bright point of characteristics lies in people-oriented. The reason why “people-oriented management” mode has become the orientation mode of university student management lies in the profound connotation of The Times.

2.2 The Development Connotation of “People-Oriented Management”

The work management concept of “people-oriented management” in colleges and universities stands on the basis of people-oriented, pays full attention to the dignity and value of students as the subject, fully considers the personality and individuality, needs and interests, hobbies and interests of students as the subject, and actively promotes the healthy growth and all-round development of students, and realizes sustainable redevelopment. This means that education investment will rise

from the traditional standpoint of “economic investment” to the reform height of “comprehensive development investment”, which has a prominent connotation of development.

2.3 The Educational Connotation of “People-Oriented Management”

Setting up the concept of “people-oriented management” in university work management can create a good educational atmosphere and imperceptibly promote the comprehensive change of students' mind, morality and study. To sum up, no matter the teaching work or the administrative management, no matter the student study or the logistics support, we must steadily promote the education reform, effectively change the educational concept, change the traditional teaching ideas and working mode with the school as the main body and the teacher as the core. Change education management to serve education, and carry out all education work for the healthy growth of students.

3. Considerations on the Orientation of “Human-Oriented Management” in Undergraduate Universities from the Perspective of Management

As the “cradle” of cultivating talents, colleges and universities shoulder the social responsibility of providing high-quality builders and qualified successors. However, the current abstract and formatted management mode of college students has obviously run counter to the social needs, and gradually go far away. Therefore, based on the high expectations of the society and the development of The Times, it is imperative to carry out the “people-oriented management” in higher vocational colleges, which is worthy of consideration.

3.1 Human Management Needs

The characteristic of humanized management lies in the emotional moving and the improvement of management efficiency in the emotional interaction. Humanized management style lies in the full respect for students' freedom and creative ability, lies in the satisfaction of students' empathy and physical practice, with a good attitude and the best state of heart into the study and work, in the emotional interaction of management efficiency can be greatly improved. Humanized management, as a mode of management in which public opinion is attached equal importance to reason, understanding and law, is not a simple laissez-faire management, but the sublimation of human nature of management, which is also the humanization of college education that we are committed to advocating. Fundamentally, the implementation of “people-oriented management” for college students lies in the mastery of the core factor of student management, that is, the management of human characteristics. Students' psychology and needs, students' values and beliefs, students' qualities and emotions, and other comprehensive issues, in every detail have become the topic of school attention. It is also expected.

3.2 It is Necessary for Scientific Development

The function of colleges and universities is to educate and train talents for social development according to the scientific cultivation mechanism. To become the pillar of the country is the high expectation of the society, and it is also the direction of the scientific development of college students. Generally speaking, college students have the potential and conditions to achieve talents, which can only be the foundation and starting point, and scientific development is the absolute truth. Therefore, in the process of talent education and training, we should accurately control it according to the scientific concept of development, and jointly create an academic atmosphere of independent innovation with the enthusiasm, initiative and creativity of college students. In order to change the management idea of traditional education, it is urgent to set up the view of talent scientifically. Tradition should be abandoned, innovation is not demanding on students in a mode, and the humanistic “people-oriented management” is exactly to achieve the development of students' personality. It is obvious that the school should have the vision of future development and the courage of education, strengthen the comprehensive quality of the teachers and make them lead the new pattern of humanized management with the unique personality charm.

3.3 A Harmonious Campus is Needed

With the expansion of enrollment scale year by year, the number of poor students in schools is also increasing day by day, how to combine the reality to do a good job in oriented development, has become the focus of many undergraduate universities to study, personality training and innovative education is also more and more attention. These many factors all point to clear, also belong to the public expectation, lies in the harmonious type campus reasonable development. The school is required to grasp the essence of human nature management of “students”, transplace the concept of harmonious management, implement the comprehensive quality improvement of teachers, and fully embody the harmonious personality charm to lead students to build a harmonious and beautiful campus. The implementation of human-oriented management, in the final analysis, is for the teachers, especially the students and school administrators to put forward a higher level of target requirements, is the personality and comprehensive development of college students, human-oriented management is the inevitable requirement of the harmony of The Times.

4. Discussion on the Construction of “People-Oriented Management” Mode in Undergraduate Universities from the Perspective of Management Science

4.1 Raise College Students' Intellectual Taste by Cultivating Their Ideas

To sum up, the people-oriented management in colleges and universities, no matter the formulation of goals and plans, or the establishment of tasks and contents, is nothing more than the systematic understanding and grasp of students, and the compassion and insight of students' various entanglement in their growth. The fact of the universal law, is that each individual has its own unique characteristics and irreplaceable unique needs. The different needs of each individual relative to the whole group are not isolated, but are interrelated and corresponding to each other. As far as undergraduate students are concerned, they have a personal experience of the management environment they live in and are obsessed with their influence and status in the surrounding areas. In particular, how to deal with intellectual topics such as study, love and interpersonal relationship has become the focus of current college students' widespread entanglements. Therefore, the humanistic management of undergraduate universities should focus on related issues, should focus on the cultivation of ideas, and enhance the intellectual taste of college students. Otherwise, without the insight, understanding and grasp of these key issues, in a sense, the management of college students will become a tree without roots and water without source. So, only will give individual situation into consideration, personalized needs to classify and identify the scientific and accurate, and to attach importance to personal needs in the management of the status and role, and with the vision to open change, the development of sports management vision, undergraduate course colleges and universities will only be effective humanistic management, to improve college students' sense of taste.

4.2 With the Cultivation of Teacher's Ethics, Enhance the Benevolent Feelings of Teachers

The characteristic concept of people-oriented management is the concrete embodiment of autonomy, democracy, development and flexibility, and the display of these attributes focuses on the benevolent feelings of teachers' ethics, which puts forward new and higher requirements for teaching managers. As “teaching and educating people” says, “teaching” aims at “educating people”, “educating people” means is “teaching”, and what to teach, how to teach, especially to the cultivation of teachers' ethics, especially to the benevolent feelings of the teacher. Every course in undergraduate universities has different educational functions, and every teacher has his or her own educational responsibilities. The level of the effect of moral education is greatly affected by the teachers' moral quality, and in a sense, it plays a decisive role. Therefore, undergraduate colleges and universities must straighten out the concept of whole-staff education and whole-process education. It is required that the managers must have a deep understanding of the new social and economic situation and the new trend of development, so as to make full use of the situation and do a good job in guiding the education of college students in the new era.

4.3 With the Creation of the Scene, to Create a Humane and Harmonious Campus

Environment, as the key condition for people's survival and development, plays an extraordinary role. Although the all-round development and comprehensive ability of people are the result of the joint action of environment, heredity and education, the interaction between people and the environment has raised the environment to a new level. Environment affects people, and people are constantly changing the environment. As far as the school is concerned, the development environment of students' development and ability cultivation is the cultural environment of the campus. The cultural environment of characteristic campus has immeasurable influence on education and education. Such as rich and colorful collective activities can cultivate students' lofty ideals and noble sentiments, but also make hobbies, interests and advantages to be able to develop in an all-round way and outstanding play. Therefore, in any healthy group, any bad habits and behavior consciousness is relatively easy to overcome. It can be seen that the role of humanized harmonious campus is incomparable, and the scene creation of similar collective concept and class consciousness is more important.

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