

Research on the Influence of Teachers' Salary in Private Colleges and Universities on the Stability of Teachers

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Keywords: Private; Colleges; Teachers; Teacher compensation; Team stability

Abstract. In any organization, people are always the first element, and human capital is the foundation for the development of all organizations. Higher education is the cornerstone of the development and advancement of the entire society, and the normal operation of higher education institutions is inseparable from teachers. As the main body of private schools, private school teachers play a pivotal role in the development of private education. However, in the current policy environment, the rights of teachers in private schools have not been fully guaranteed. The status of teachers in private schools and teachers in public schools is unequal, and the salary system of teachers in private schools has yet to be completed.

Good, the social security mechanism of teachers in private schools and the incentive mechanism for private teachers are not perfect. The lack of this series of rights and interests has affected the stability of teachers in private schools and affected the healthy and long-term development of private education. To this end, paying attention to and attaching importance to the construction of the sense of belonging of private college teachers, improving the enthusiasm of private college teachers, improving the stability of private college teachers, and promoting the connotative development of private colleges has become the top priority of the current research.

Introduction

In recent years, our national colleges and universities have seized the opportunity to flourish and transport a large number of applied talents to the society, which has effectively promoted the sustained and rapid development of the social economy. As of 2012, there are 2,138 private colleges with qualifications in China, 403 independent colleges (private-run), and 348 adult colleges. As an important supplementary force of higher education in China, private colleges and universities are directly related to the quality of higher education in China and the development of private colleges. While the private higher education industry is booming, it faces severe challenges: low teacher satisfaction is low, resulting in high turnover rate and low work enthusiasm. Salary is a crucial factor in mobilizing the enthusiasm of teachers, and it is also a key factor in the construction of teachers in private universities. Although China has carried out several salary system reforms in recent years, its effectiveness is not significant compared with rising prices. Teacher salary satisfaction directly affects the enthusiasm of teachers, the stability of the teaching staff and the quality of teaching in schools. Therefore, giving full play to the guiding role and incentive function of salary, and rational social positioning of the income level of private college teachers is an effective means to motivate private college teachers and maintain the stability of teachers.

According to the 《People's Republic of China Private Education Promotion Law》, teachers and educatees of private schools have the same legal status as teachers and educators of public schools. Private schools shall guarantee the wages and benefits of faculty and staff in accordance with the law, and pay social insurance premiums for faculty and staff. The faculty and staff of private schools enjoy the same rights as the faculty and staff of public schools in terms of business training, job appointment, teaching age and length of service calculation, commendation awards, and social activities. However, private colleges and universities belong to the "private non-enterprise" units. They are neither public institutions nor enterprise units. At the same time, private colleges and universities have short running time, small school experience, education concepts and management methods. Most of them rely on learning and learning from public universities, and major educational resources teachers. The managers are mostly from public universities, and the structure

is complex. They can neither apply the public college model nor operate according to the enterprise model in the salary system, thus resulting in the particularity and complexity of the salary system of private universities [1-4].

At present, although the financial expenditures of colleges and universities in China are increasing every year, the proportion of private colleges and universities enjoys very small. The main source of funds depends on themselves, and the preferential policies are tilted toward public universities. On the contrary, some public schools have a serious phenomenon of extravagance. Under the protection of the policy, they rely on abundant funds to pay the teachers generous treatment. On the one hand, public universities are extravagant and wasteful. On the one hand, private colleges and universities need to be fed, loans are becoming more and more difficult, and private colleges and universities are short of funds. Naturally, there is no money to pay social insurance premiums and housing accumulation funds for employees [5]. Despite the financial constraints, the East Wall is often dismantled to supplement the Western Wall, but private colleges and universities are unambiguous in terms of enrollment. More than a month before the college entrance examination, they sent enrollment personnel to the whole country to enroll students, and the enrollment staff spent a lot of money. In addition, after each student is enrolled in the school, they will pay thousands of yuan to the admissions staff. Civilian-funded colleges and universities have been strained in their own funding, and the sources of funding are narrow. In addition, there are too many expenditures on enrollment, and the funds used to improve the treatment of teachers are naturally left.

From the status of our private colleges and public universities, although the law gives them the same status, in reality it is difficult to be equal for a while. This makes the teachers of private universities have no sense of belonging and serious mentality of working, which leads to the instability of the teaching staff of private universities, the unreasonable structure of teachers, and the low quality of teaching [6-12]. In addition, the national policy is not only biased towards public universities in terms of financial allocation, but also favors public university teachers in terms of job title review, project application, evaluation and international exchange. Private colleges and universities do not have financial allocations. They are privately run schools. Funds for running schools are funded by investors. Most investors are profitable. This makes them quick and profitable, paying attention to short-term benefits and ignoring long-term benefits. In order to save costs, most private investors will try to reduce the expenditure on human resources, and not pay attention to the stability of the teaching staff and the improvement of the quality of the teaching staff [13-14].

Method

First, Increase and Improve Policies Related to Private Colleges and Universities, and Promote the Professional Growth of Private College Teachers.

It is necessary to improve and perfect China's private education laws and regulations, provide a social security system for private teachers, and pay attention to the teaching disputes of private teachers, strengthen the review of labor protection monitoring of private teachers, and make full use of channels to publicize privately. The practical significance and function of colleges and universities, improve the personnel system of private colleges and universities, reform the establishment of teachers' groups in private colleges, improve the recruitment system of private college teachers, and promote the exchange and knowledge sharing between private college teachers [15-18]. At the same time, it is necessary to provide basic social security for private college teachers, enhance the enthusiasm and enthusiasm of private college teachers by giving additional incentives to social insurance, enhance the professional identity and sense of belonging of private college teachers, and better stabilize private colleges and universities. Teacher team. It is also necessary to increase the policy inclination for private colleges and universities, and to provide sufficient support and trust in capital investment and economic sources. The government must provide direct financial support, including teaching equipment support for private universities, support for teachers, etc. It is also necessary to build private colleges and universities through third

parties such as public schools, communities, foundations, etc., to support the development of private colleges and universities, and to improve the quality and level of teaching in private colleges [19].

Second, the use of Humane Management Measures to Promote the Personal Growth of Private College Teachers.

It is necessary to adopt and implement humanized management measures and methods in private colleges and universities so that private college teachers can fully feel the humanized care of colleges and universities. Colleges and universities should embody and implement the humanized care of teachers in the daily life of teachers [20], such as: teachers' housing problems, children's education issues, etc., to eliminate the worries of private college teachers, and to do mental health counseling for private college teachers, to conduct mental health lectures for private college teachers on a regular basis, truly to teachers Health care. In addition, the evaluation mechanism for teachers in private universities needs to be further strengthened and improved. It is necessary to use scientific, reasonable and sound evaluation criteria to achieve incentives, rewards and punishments for private college teachers, and truly achieve fair, just and open effective incentives and reduce private participation. The laissez-faire of college teachers' work enhances teachers' sense of professional identity and responsibility. It is necessary to strengthen on-the-job training for private college teachers, such as: professional skills training, teaching ability improvement training, targeted quality improvement training, academic qualifications, etc., so as to better enhance the teaching of private college teachers. A sense of belonging can give back to the school with the same emotions on the premise that the self-realization needs are met, and promote the stability of the teaching team [21].

Third, Establish a Scientific, Rational, Effective Performance Evaluation System.

The improvement of teaching quality and school-running efficiency in colleges and universities is based on the development and promotion of college teachers themselves. Therefore, colleges and universities should establish corresponding incentive mechanisms for the actual needs and characteristics of each teacher team, and constantly stimulate the innovation ability of college teachers. In the performance appraisal system, a comprehensive performance appraisal system such as personal summary, democratic appraisal, unit review, and result feedback can be adopted. Combined with post setting, corresponding specific evaluation criteria are proposed according to different positions, and classified assessment is carried out. Teaching and research positions and research positions, taking different evaluation indicators. For teachers' posts, paying attention to the comprehensiveness of assessment indicators can not be limited to the amount of teaching workload. It is necessary to combine teaching quality, teaching effects and discipline construction to carry out different weights and score calculations, based on the ability of teachers and the results of scientific research. Adopt measurable, clear and complex assessment criteria, and determine the objective assessment results through a combination of qualitative and quantitative methods. For scientific research posts, it is necessary to comprehensively consider the types of scientific research achievements and disciplinary differences from papers, project projects, awards, etc., and determine the merits and demerits of scientific research workload according to the size and weight of scientific research work. The performance appraisal of teaching and research positions should be higher with the teacher's post level, and the requirements for academic and scientific research indicators should be higher and higher, and the corresponding performance standard gap is also greater, in order to reflect the incentives of performance targets. Sex [22]. In the assessment system, the public assessment results should be used as a form of feedback to promote the improvement of teachers' behavior and ability. More importantly, an institutional relationship is formed between performance and compensation. Emphasis is placed on the direct link between assessment results and salary, job promotion, job title evaluation, bonuses, etc., in order to achieve the goal of performance appraisal, and to truly stimulate the enthusiasm of teachers. twenty three].

Fourth, Improve the Income Level of Teachers. Increase the Competitiveness of Compensation.

College intellectuals have a high overall quality and social status. Although the standard and level of salary are not the only factors in choosing a profession, they also play an important role that

cannot be ignored. If the salary level of colleges and universities is not competitive in the same level of colleges or societies, it will inevitably lead to the entry of high-level talents and teaching and research backbones into higher-paying places, which will directly affect the stability of teaching staff and the teaching and research. development of. As the main body of social high-level knowledge groups and education and scientific research, the treatment of college teachers should have corresponding business standards, thus reflecting the respect of knowledge, education and teachers in the country and society. Throughout the majority of developed countries, college teachers are not only respected by social status, but also have higher incomes than civil servants. In our "Teacher Law", it is also stipulated that the average salary of teachers should be no less than or higher than the average salary of civil servants and gradually increase. Therefore, it is suggested that from a macro level, the government should ensure that sufficient funds are invested to increase the salaries of college teachers on the basis of strengthening the regulation of total wages, and at the same time further expand the autonomy of colleges and universities [24-25]; The factors that ensure the development of the school are reflected in the teachers, guarantee the teachers' higher and stable income, and make the wage income transparent, and control the salary gap between teachers in different disciplines within a reasonable range, so that the teachers Revenue is at the upper-middle level of national income and enhances teachers' salary satisfaction. On the one hand, it can not only mobilize the enthusiasm of teachers, so that they love teaching and research work, and help to focus on their own work; on the other hand, they can retain The existing excellent talents and the attraction of high-level talents are also important guarantees for improving the quality of higher education.

Data Sources

Research Objects and Methods.

Research object

The survey responded to full-time teachers, selected three private colleges in Jiangsu, Zhejiang and Shanghai, and randomly distributed 320 questionnaires, 287 questionnaires and 280 valid questionnaires. These teachers are mainly distributed in business schools, foreign language colleges, liberal arts colleges, and management colleges. The survey uses practical methods to understand the satisfaction of private school teachers on their own rights and interests, and is beneficial to private education research institutions to correctly understand private schools. Teacher's rights.

Research Methods.

Documentary Law

Read articles about teacher salaries and the stability of the teaching staff by searching Chinese journal full-text databases, sports core journals, and online access.

Questionnaire method

The questionnaire is the backbone of social surveys. Questionnaire survey makes the research approach of this paper from qualitative to quantitative, from speculation to empirical. Through the questionnaires of private college teachers, the teachers' salary, social insurance, on-the-job training and other specific situations are obtained, which provides a realistic basis for further analysis of the teachers' compensation in private schools.

Results and Analysis

The background of the three privately-run undergraduate colleges in Jiangsu, Zhejiang and Shanghai is different. Su A is co-founded by retired teachers and is developed by a single tuition fee. The school assets are collectively owned. Shanghai B School is established for the investment of the company group, and shareholders have dividend demand. The funding for running schools in Zhejiang C mainly depends on tuition income and social donations, especially government subsidies, which account for 15%.

Analysis of External Compensation Situation.

Direct salary situation

salary income level

The approximate salary levels of private college undergraduate colleges in Jiangsu, Zhejiang and Shanghai include national wages and school subsidies as follows:

Table 1 Three schools of teachers' income level

	Assistant	lecturer	Associate Professor	professor
A	4-5W	5-6W	6-7W	8-10W
B	3-4W	4-5W	>6W	>7W
C	4-5W	5-6W	>6W	≥ 8W

From the above data, it can be seen that the wage levels of the three universities are not much different, and the B school is slightly lower. This indicates that the correlation between the wage income level of private undergraduate college teachers and the level of regional economic development is limited. The average annual salary of young and middle-aged teachers in the three schools is roughly 30,000-30,000 before tax, and the average-level teachers are generally between 40,000 and 60,000. The income of teachers with senior professional titles is relatively flexible. Among the above teachers, 97.5% of the undergraduate degree or above accounted for 35% of the current working period of more than 3 years. It is understood that the average income of young teachers who have just entered the university in Shanghai is more than 3,500 yuan per month after tax, and the annual income after tax is more than 45,000.

Income Satisfaction

According to the survey, the income satisfaction of the three schools is shown in the following figure:

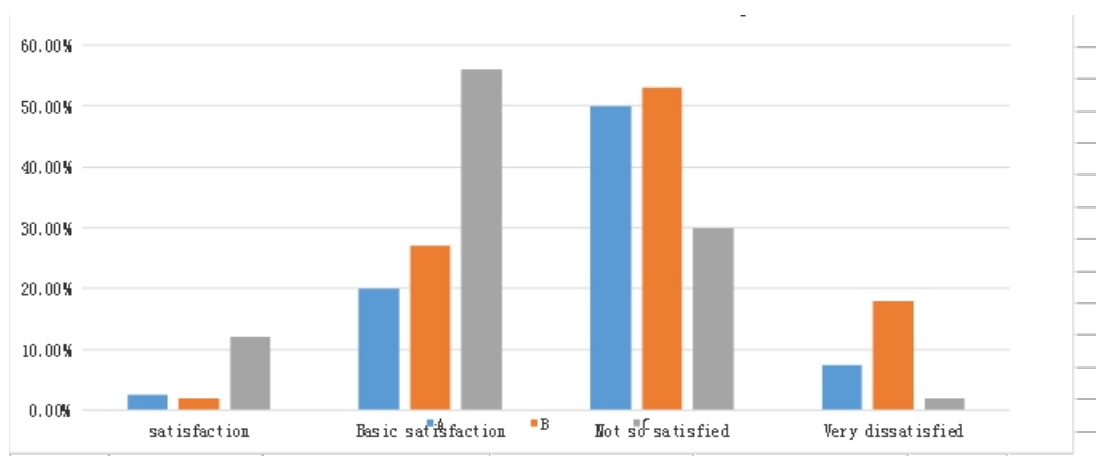


Figure. 1 three schools' income satisfaction survey

From figure 1 above, we can see that C School has the highest income satisfaction. A total of 68% of teachers are basically satisfied or satisfied with the current income, and only 2% of teachers feel very dissatisfied. The teachers who expressed dissatisfaction were mainly young teachers. The school's income satisfaction was the lowest among the three schools. A total of 81% of the teachers were dissatisfied with the current income, and 18% of the teachers were very dissatisfied. Only 2% of the teachers expressed satisfaction. These 2% of teachers are retired and rehiring teachers. 82% of the teachers who are basically satisfied are retired teachers who have worked for more than a year. A school teachers' satisfaction with income is low, less than a quarter of them are satisfied, and more than three-quarters of those who are dissatisfied with income. 83% of dissatisfied teachers are young teachers under the age of. Because the young and middle-aged teachers in private

colleges and universities occupy a large proportion, the dissatisfaction of young teachers with the existing salary directly or indirectly affects the stability construction of the private college teachers.

Conclusion

Teachers are the most powerful driving force and catalyst for the development of private higher education institutions. Only by mobilizing the enthusiasm and enthusiasm of teachers as much as possible will they really promote the development of the school. The level of satisfaction of teachers in private colleges determines the level of education and teaching of private colleges. It also directly or indirectly affects the development speed and level of development of private colleges. For private colleges and universities, reasonable handling of teachers' satisfaction with pay, as much as possible to improve the work enthusiasm and work happiness index of private college teachers will greatly promote the rapid promotion and development of private colleges and universities. Better improve the stability of the teaching staff of private universities.

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