Research on the Leading Role of Secretary of the Party Branch in Colleges and Universities Based on Science of Organizational Behavior

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Keywords: Party Branch Secretary of Teachers in Colleges and Universities, the Lead Goose Effect, Organizational Behavior.

Abstract. In order to further promote the construction of the party secretary team of teachers in colleges and universities, and enrich the backbone of the dual integration and dual promotion of party building and business in colleges and universities in the new era. From the perspective of organizational behavior, this article explores the connotation and realization of the Lead Goose Effect of teachers in colleges and universities’ party branch secretaries, and summarizes the theoretical basis behind the practice of teachers in colleges and universities’ party branch secretaries. With the social cognition theory, it analyzes that leading the direction of education through mission drive is the primary prerequisite for the party branch secretary of teachers in colleges and universities to exert the Lead Goose Effect; with the participant changing theory, it analyzes that strengthening the deep integration of party building work and teaching and research work, and creating a collaborative atmosphere is the core content of the Lead Goose Effect; with the social information processing theory, it analyzes the role model and information sharing effect of the platform, and realizes the inheritance and innovation is the fundamental responsibility of the Lead Goose Effect. This article can provide effective guidance for teachers in colleges and universities’ party branch secretary to play a leading role.

1. Introduction

The Lead Goose Effect of teachers in colleges and universities’ party branch secretaries is a key link in the implementation of the key tasks of party building in colleges and universities in the new era. It is an inevitable requirement for comprehensive and strict governance of the party to in-depth development, and an objective requirement for the healthy development of higher education. An important guarantee for effectively doing ideological and political work in colleges and universities¹,². Effectively summarize the theoretical basis behind the practice of outstanding teachers in colleges and universities’ party branch secretaries from the organizational management perspective, and explore the connotation and realization of the Lead Goose Effect of teachers in colleges and universities’ party branch secretaries. This can provide theoretical guidance for college party branch secretaries to better play their leading role. Promote the team of teachers in colleges and universities’ party branch secretaries to become a backbone force for the dual integration and dual promotion of party building and business in colleges and universities in the new era³.

2. A Concrete Explanation of the Lead Goose Effect of the Party Branch Secretary of University Teachers

2.1. Leading the Direction of Education is the Primary Prerequisite for Teachers in Colleges and Universities’ Party Branch Secretaries to Play the Lead Goose Effect

The flock of goose cannot do without the leading goose, overcome all difficulties, and lead everyone to fly forward in unison. So, where and what direction should the college teacher party
branch secretary lead the teacher party members? The Party puts forward the requirements for teachers’ ethics construction in the new era of "four unifications"[4], that is, adhere to the unification of teaching and educating, adhere to the unification of preaching and practice, adhere to the unification of inquiries and attention to society, and adhere to academic freedom and academics norms are unified. Rely on morality, learn by morality, teach by morality, and educate morality by morality. To lead the direction of education, the party branch secretary of teachers in colleges and universities must have a strong sense of mission.

Where does the sense of mission of teachers in colleges and universities’ party branch secretaries come from? Bandura's theory of social cognition believes that the shaping of human values is inseparable from the individual's influence on social environmental cognition[5,6]. The sense of mission is the product of a certain degree of intimacy, sense of honor, sense of responsibility and sense of crisis towards the party and party building work. The cultivation of intimacy comes more from the influence of the social environment, people are affected by the family and social environment in their childhood, once the behavior of being loyal to and responsible for the party enters the field of people's cognition, it will form a lifelong value. The cognition of intimacy changes with people’s work experience, because of work commitment and dedication, intimacy will be transformed into a sense of honor. The sense of honor as the secretary of the teacher’s party branch naturally gave birth to a sense of responsibility, deeply realize that in the new era, we must continue to innovate thinking and work in order to truly perform the duties of the party branch secretary of teachers in colleges and universities.[7].The sense of responsibility is naturally accompanied by a sense of crisis. The sense of crisis allows the teacher’s party branch secretary to continue to make up for the gaps and deficiencies found in the work through study and work input. This unity of "thinking" and "action" inspires a sense of mission, has the courage and wisdom to take responsibility, can lead teacher party members to closely follow the purpose of establishing morality and fostering people, always adhere to the advanced nature of education, and continuously improve the ideological and political literacy and professional skills of all employees, improve the quality of my country's higher education from the education supply-side reform[8].

2.2. Creating a Collaborative Atmosphere is the Core Content of Teachers in Colleges and Universities’ Party Branch Secretaries Playing the Lead Goose Effect

When a flock of goose flies, they usually line up in a "person" or diagonal "one" shape. Why do goose fly in formation? This is because the formation of flying can produce aerodynamic effects, the latter can use the aerodynamic force generated by the wings of the former wild goose to save effort. Then, how can the party branch secretaries of teachers in colleges and universities arrange their positions to play their role as a fighting fortress? The "Study Outline of Xi Jinping's Thought of Socialism with Chinese Characteristics in the New Era" clearly states:” The party branch must assume the responsibility of directly educating, managing, and supervising party members, organizing the masses, propagating the masses, gathering the masses, and serving the masses. "The teaching and research work of teachers in colleges and universities is like an invisible long-distance race. Compared to participating in party branch activities, they are more willing to fully spend their limited time on teaching and research work[9]. The Party branch of teachers should closely integrate the implementation of the "three meetings and one lesson" system with teaching and research, talent training, team building, and social services. Create a good atmosphere of mutual assistance and cooperation, and perform the duties of the teacher party branch in a practical and feasible way.

Lewin’s participant changing theory believes that individual attitude changes are more likely to occur when individuals actively participate in group activities[10]. Most teachers in colleges and universities’ party branches are built on the basis of the department (teaching and research section). The party branch secretary of teachers in colleges and universities should try to deeply integrate the branch learning with the regular teaching and research meeting of teachers, the in-depth investigation of party building and academic exchanges, and find the integration point of party building work with the teaching and research tasks and academic research of teacher party members, and form a situation of mutual promotion of party building and business work[11]. The main work of
the university department (teaching and research section) includes subject construction, talent training plan formulation, curriculum construction, textbook construction, experimental training, teaching quality supervision, teaching reform research, and teacher echelon construction. Before deploying the various tasks of the department (teaching and research section), the teacher's party branch secretary must first find the basis for carrying out this activity from the party building learning materials, unify the thinking, clarify the position, and establish high standards. With the continuous and in-depth integration of branch learning topics and teaching and research work, teacher party members will gradually develop a strong interest in in-depth research on party building, try to discover meaningful research topics in the in-depth research on party building, and in the process of academic exchanges, get through the connection with the in-depth investigation of party building. The academic research characteristics of teacher party branch activities allow teacher party members to find the point of meeting party building and their academic goals, and the collaborative atmosphere of the teacher party branch is naturally formed in the promotion of daily work.

2.3. Inheritance and Innovation is the Fundamental Responsibility of Teachers in Colleges and Universities’ Party Branch Secretaries to Play the Lead Goose Effect

When the lead goose is tired, it will retreat to the flanks of the team, and another goose will take its place and continue to lead the flight to complete the long-distance migration. Then, how can the party branch secretary of teachers in colleges and universities cultivate the "backup goose" and let the Lead Goose Effect continue to inherit and innovate? The role model and information sharing effect of the platform are needed to promote mutual assistance and cooperation among teachers' teams and provide continuous impetus for the construction of teacher party branches.

Information processing theory believes that learning is essentially composed of the acquisition and use of information. The secretary of the teacher’s party branch creates an information sharing platform to allow teacher party members to learn from each other and promote each other to form a role model. Model guidance has two meanings: the first meaning refers to the demonstration and guidance of the teacher’s party branch secretary. In order for the teacher party members to be willing to allocate their energy to participate in the branch activities, the party branch secretary must first actively assume the role of service, take the initiative, pass on care, be diligent in dedication, and gradually influence everyone through the act of responsibility, so that everyone can truly integrate into the team activities. The second meaning refers to the expert guidance of teachers’ party branch members. Teacher party members are leaders in a certain field or aspect. The party branch has created opportunities and platforms for everyone to show their expertise, which has improved everyone's sense of self-efficacy, and everyone has felt the positive role of the branch activities in alleviating the pressure of teaching and research. The formation of the team's mutual help atmosphere and the process of leading by role models are synchronized. The teacher’s party branch has formed a benign ecological atmosphere in which old teachers pass through and new teachers catch up and surpass each other. Everyone depends on and promotes each other, and the teamwork effect is constantly reflected in the work. On this basis, the teacher’s party branch secretary uses information to record the trajectory of the party branch and teaching and research activities in a timely manner, which facilitates continuous summary and reflection in the practice of inheritance and innovation, promotes information sharing, information creation and team values shaping among team members, and achieves continuous team improvement.

3. Conclusion

The play of the Lead Goose Effect of the party branch secretary of teachers in colleges and universities plays a vital role in the implementation of party building work in colleges and universities, the comprehensive and strict governance of the party, the promotion of higher education development, and the ideological and political work of colleges and universities. To play the Lead Goose Effect, the party branch secretary of teachers in colleges and universities needs to lead the teacher party members to the new era of "four unified" requirements for the construction of
teacher ethics in the new era. It is necessary to strengthen the continuous and in-depth integration of the branch learning theme and teaching and research work to set up the battlefield. Information sharing is used to inherit and innovate, so as to promote the sustained and healthy development of the party branch of teachers in colleges and universities in a good atmosphere of mutual assistance and cooperation.

Acknowledgement

This article is in the Teaching research project "Practical Research on the Cultivation of "Dual Leaders" by Party Branch Secretary of teachers in colleges and universities" No. 19JDSZ1017; "Research on the Development of Young teachers in colleges and universities' Teaching Ability from the Perspective of Team Innovation" No. DIA180377.

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