Research on the Delicacy Management Strategies of Teaching Work in Local Colleges and Universities

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Abstract. If local colleges and universities desire to promote the construction of connotation and improve the quality of personnel training, the implementation of Delicacy management is a very effective way. The implementation of Delicacy management strategy, in particular, should pay attention to systematic system construction, standardized quality evaluation and responsibility system implementation.

1. Introduction

For a local undergraduate college, talent training is always the primary and fundamental task, the teaching work is always the central work of the school, and the quality of teaching is always the lifeblood of the school. In order to further implement the scientific management, improve the level of school running and promote the comprehensive development of the school, a lot of local colleges and universities carry out Delicacy management, and strive to strengthen the quality consciousness of Delicacy management, strengthen the construction of connotation, and promote the teaching quality project in an all-round way.

Delicacy management, as a management concept and means of modern science, had been first used in enterprise management and achieved remarkable results, it is also known as lean management, detail management. It promotes the management to achieve the established goal by improving the delicacy management organization, formulating the Delicacy management system, carrying out the delicacy management process and delicacy management evaluation. “Delicacy management is not only widely used in enterprises, but also in some colleges and universities. However, the implementation of delicacy management in colleges and universities is not a copy of the content and method of the Delicacy management of the enterprise, but it has its own characteristics.” [1]. In the construction of teaching quality engineering, local colleges should pay more attention to the following three aspects in order to carry out delicacy management in depth.

2. Construction of systematic system

“In modern management, delicacy management is to make management responsibility specific and explicit. It requires systematic, formatted and procedural management, emphasizing execution and implementation effect, and establishing a sound evaluation system.”[2] The delicacy management of teaching quality project construction work is to improve the delicacy teaching quality project management organization, formulate delicacy teaching quality engineering management system, focus on the implementation of the delicacy quality teaching quality engineering management process and the evaluation of delicacy quality teaching quality engineering management, so as to promote the construction of teaching quality project to achieve the established development goals.

Delicacy management emphasizes the systematicness of the construction of management system, and the construction of teaching quality is just a complex system integration. Only for its teaching quality monitoring system, it is a complex system composed of objectives, standards, implementation, evaluation, feedback, regulation and control, and including teaching quality decision system, teaching quality standard system, teaching quality monitoring implementation system, teaching quality information collection and processing system, and teaching quality
information feedback control system and other subsystems and the functions of self-improvement, self-restraint and self-motivation. In the specific management process, each task and each link on how to achieve diversification of quality standards, whole process monitoring, online information collection, two-way information feedback, standardization of results and scientification of quality decision require our delicacy thinking, research and management.

It requires us not only to establish and perfect the scientific management organization, but also construct and optimize the scientific management system, and improve and innovate the various rules and regulations that have been effective in the past if we want to conduct delicacy management, so as to promote the innovation of the teaching management mechanism by the multi-level system construction. “Schools and teaching units should formulate and improve practical documents to clarify responsibilities and carry out unified, standardized and standardized teaching management under clear objectives of personnel training.” [3]

Delicacy management enlightens people to break the conventional and experience set, make continuous improvement on work flow, organization system and so on with innovative thinking, refine each link in the system into a basic unit that cannot be re divided, strive to do a good job in every unit, and strive for perfection. Therefore, in the construction of teaching quality engineering, the systematic construction of delicacy management system should pay attention to innovation. For example, the construction of the curriculum system is also a multi-level system, in the systematic construction of the curriculum system, we should also pay attention to innovation and optimization, moreover, we shall do good work in the construction of basic curriculum system, and the declaration and construction of national and provincial courses in related courses, at the same time, we should pay more attention to innovation and strengthen the internal optimization of the curriculum system.

3. Standardized quality examination

Delicacy management requires the standardization of management and the scientification of management standards. Because delicacy management adheres to the concept of “No Perfect, But Better”, it advocates a serious attitude and a scientific spirit, and paying attention to details. Moreover, the staff are required to be meticulous in every job, every link, and to make every job a delicacy job. Therefore, the standardization of the construction work of the quality of teaching and the scientific significance of the construction standards are of great significance.

One of the prominent problems that affect the overall situation of the reform and development of Higher Education focused by Outline of the National Medium- and Long-Term Program for Education Reform and Development is “how to improve the quality management of higher education and improve the quality standard and quality evaluation system”. In the past evaluation of construction, local colleges and universities insisted on the basic principle of “evaluation to promote construction, reform, management; and combination of evaluation and construction, emphasis on construction” to make efforts to promote the standardization research and construction of the evaluation of undergraduate teaching level. As a result, a lot of meticulous and basic works have been done, which promoted the construction of long-term mechanism for improving the level of teaching work.

In the construction of teaching quality engineering, the local colleges and universities should promote the standardization of quality examination, make further implementation of the document spirit of “Quality engineering” by ministry of education to further strengthen professional construction, curriculum construction, reform of talent training mode, teaching team construction and innovation of teaching management system, so as to promote the improvement of teaching quality and teaching reform in an all-round way. For example, we should improve and refine the standards of the professional construction, combine the construction process management with the construction quality monitoring, and combine the annual inspection with the target acceptance, combine the self inspection by each department and the college evaluation, and do good job in construction of the existing software and hardware, so as to improve the effectiveness of professional construction; to improve and optimize the curriculum construction and assessment.
standards, promote the standardized evaluation of curriculum construction, optimize the mechanism of curriculum cultivation, and steadily improve the level of curriculum construction. And to give full play to the guidance, management, coordination and service functions of the academic affairs office, strengthen the standardization and standardization of teaching management rules and regulations, and improve the level of construction and management efficiency.

4. Implementation of the responsibility system

Delicacy management is to achieving the implementation of responsibility system, and achieve concreting and clarification of management responsibility, which requires every manager should be in place and due diligence, it is the basic idea and management model which leads the general management to depth. Delicacy management is the management of process, the quality of process management determines the quality of the final goal, it can be said that the key to delicacy management lies in the achievement and implementation of management goals. Therefore, in the construction of teaching quality engineering, it is necessary to do a good job in the implementation of the responsibility system. As the functional department of teaching management in local colleges and universities, the school educational service department has the functions of arranging, checking, managing and guiding the teaching work. Therefore, it is of great significance to improve the construction level and benefit of the teaching quality through delicacy management, and achieve the goals of responsibility system. In the aspects of professional construction, curriculum construction, teaching team building, teaching and research room construction, teaching material construction and so on, we should further strengthen the implementation of the responsibility system, formulate and improve a series of rules and regulations including person in charge system, perform strict implementation of teaching accident cognizance treatment methods, optimize management, refine responsibility and strengthen rewards and punishments, so as to ensure the effective achievement of the management objectives and the standardized operation of the teaching work.

As a local undergraduate college, the education and teaching work is a heavy and long way to go. In delicacy management, the person in charge of the functional department should earnestly strengthen the consciousness of anxiety and post, and give full play to the role of the model. It is required to be strict in management, and put every part of management into reality. In the delicacy management work, every faculty and staff is not only the object, carrier and participant of delicacy management, nut also the subject and the executor of delicacy management. Therefore, delicacy management emphasizes that people are the core and power of management, emphasizes the construction of fine cultural atmosphere, emphasizes the cultivation of staff participation consciousness and the cultivation of fine management thinking habits. Only the full participation of all the faculty and staff to make clear responsibility and the self-conscious practice of the posts, can the delicacy management achieve the goal of construction and management, and realize the significance and value of delicacy management through each work and link in the large and complex teaching work system.

5. Conclusion

Quality and benefit come from management. Facing the new situation of the development of higher education in China, the task of teaching construction and reform in local colleges and universities will be more challenging, as a result, colleges and universities shall reconstruct the mode of education and teaching management based on the idea of delicacy management, and the subtle attitude under the guidance of the needs of talents in society to promote the improvement of students' overall quality and truly cultivate high quality talents needed by the society.

References
