Research on the Contemporary University Education Management Mode from the Perspectives of Humanistic Thought and Ethics

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Abstract

In this paper, we conduct research on the contemporary university education management mode from the perspectives of humanistic thought and ethics. Scientific internal management of the institutions of higher learning that is to establish a new scientific management idea, from the school reality, clear school management objectives and general management responsibility, establishing and perfecting the system of scientific management system and management system. The formation of a scientific management system of institutions of higher learning, want to rely on school administrators to think correctly, keen insight, analysis scientifically, earnestly study and constantly enrich and that perfect. Under this basis, this paper proposes the issues to deal with the challenges for optimization.

Keywords: Humanistic Thought, Ethics, Education Management, Contemporary, Novel Mode.

Introduction

University management innovation refers to the managers to use new ideas, new technology, new method to rethink the strategy of basic management system of colleges and universities combination design, selection, implementation and that evaluation, so as to promote comprehensive efficiency to improve the process of college management system, it is a complicated system engineering. To the basic development of our country's higher education, colleges and universities management problem of disconnection between theory and management practice has become an important bottleneck to establish the modern university system, and through the implementation of the action research, action research and the combination of the actors rethink its management practices, using scientific research methods and effective management theory that solve the practical problems in management which can effectively solve the disconnection between theory and practice in the management of the colleges and universities to improve the level of scientific management [1-3].

If modernism that rationalism, scientism and positivism, and then the post-modernism questioned the rational, scientific and empirical, that is not the same as progressive modernity, scientific and rational and based on the hierarchy will not necessarily lead to human welfare and the progress of the society, the logical positivist research methods about the solution of practical problems is not perfect and omnipotent that can be generally reflected from the following parts. (1) The emphasis of ethics is the management system of the education, education management system of ethics or ethical education management system itself. It is in view of the object, constraints as is of the education management system and its arrangement that shall be investigated for the ethics is the management system of the education problem. (2) Embodied in the general ethics of education management system is the social members to the requirement of the government or the education administrative department of the state, the objects it specification or pointing in the direction of the moral main body is a country with a system of decision-making power and government organizations; It lies in the formation of way, to the moral education system evaluation and correction, through content made the idea of the ethical principles and moral construction of penetration in the education system and implement. (3) Only the

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education management system itself is fair and reasonable that can produce to specification, orderly education teaching behavior, only education management system is good, reflects the ethical spirit, to shape the moral and the people-oriented school education environment.

The idea of "people first" to build the harmonious interpersonal relationship, create comfortable campus environment, to fully develop the potential of and guarantee for rest and recreation, promote people's all-round harmonious development. A good interpersonal relationship can make the mood, as psychological balance as energy focus is conducive to the full play of the enthusiasm and creativity. In following figure one, we demonstrate contemporary university education management paradigm.

![Figure 1. The Contemporary University Education Management Paradigm.](image)

In this paper, we conduct research on the contemporary university education management mode from the perspectives of humanistic thought and ethics. The connotation of the humanist management in higher vocational colleges are very abundant, its core is "people" in higher vocational education management activities, the human factor in the first place, respect people, care for and the care about people, on the basis of the harmonious relationship. In the later sections, we will discuss in detail.

**Our Proposed Methodology**

**The Features of the Educational Administration.** The development of the knowledge economy depends on the general development of higher education, more higher education's new mission. The development of knowledge economy poses challenges to the traditional theory of higher education, for it on the basis of changing education idea and mode of thinking, and realize system innovation, management innovation, as technological innovation, under the premise that follow the law of higher education to achieve higher education law and organic combination of the role of the market, and the synchronization. Traditional education evaluation is a kind of single evaluation management, is under the subject-object dual single thinking dominated by a single subject by comparing single evaluation method and means to carry out the single content. Inner multiple dialogue with basic contemporary education management mechanism, modern education management evaluation is a kind of pluralistic evaluation, it respect the diverse ideas and concepts, accommodate multiple main body to carry out a variety of the forms, methods, the pluralistic, content of evaluation. And for the further and better demonstration of the issues, we should take the experience as the reference.

- All departments work together is the main characteristic of vocational education management system in the developed countries. Department of education and employment and industrial departments together to develop the core professional qualification, the implementation of a unified national professional certificate and the common national professional certificate, the ministry of the education established a merger with employment and education employment,
comprehensive communication school management institution, the connection between the education institutions and employers [4-5].

- A sound legal system is the fundamental guarantee of implementing the vocational education management in developed countries. To set up big education, attach importance to vocational education in the thought, to optimize the external environment, strengthen policy guidance, incentive and restraint function, establish and improve the system of labor to prepare as soon as possible, vocational qualification certificate system and system of employment admittance.

- Management become all right is another characteristic of vocational education management system in the developed countries. Strengthen the rights and responsibilities of administrative agencies of the central education, strengthen the central government for vocational education career development guidance and the supervision, but at the same time actively advocating to delegate to the vocational school, schools have more autonomy of running a school.

**The Code of Ethics.** Humanistic moral principles with past all moral principles are different requirements for individuals, only it is for personal principle, also require social principles. Therefore, the humanistic moral principle of core and the outline of the humanistic ethics system as also should respectively from two aspects of individual and society. Whether need to demonstrate effective moral norms. This in history, there are a lot of ways, such as using benefit maximization to prove whether a code of ethics should be widely used that could be listed as follows.

- Autonomy, reason and recognition. The effectiveness of the ethics of need in the process of a discourse on the premise of self-determination, to a certain specification based on the reason to express approval or not. This is word principle and universality principle to solve problem.

- Each valid specification must meet the following conditions that all people affected by the specification, to accept in order to satisfy everyone's interests and common abide by the basic specification and effects of adverse consequences, relative to other alternative specification to follow, people are more willing to accept to comply with the specification of consequences.

Therefore, humanistic moral principle to distinguish all proper behavior and inappropriate behavior standards which is to see the situation and behavior exists beggar-thy-neighbour deny all the beggar-thy-neighbour behavior, sure everything is good for both their own freedom comprehensive development at the same time it is helpful to the behavior of the overall development of all people. So-called assimilation effect refers to the individual moral cognition structure to absorb the new code of ethics, and the new ethics built into the individual moral cognition structure effectively. In this effect, not all of the code of ethics can be incorporated into the individual moral cognition structure because individuals have certain subjective initiative and selectivity.

![Figure 2. The Illustration of the Humanistic Thought and Ethics.](image)

**The Humanistic Thought.** The core of basic humanistic thought is based on people-oriented, people-oriented management concept that man is the most active in the management system, the most dynamic and creative elements, the status of the people is the core member of the management, to do work is fundamental to management. To people's free and all-round development as the management
goal of philosophy is essence of humanistic management content, is also a high level of humanistic ideas. Generally speaking, in the low level of the humanistic management phase, in order to mobilize people's enthusiasm, improve labor efficiency, use is given priority to with material incentives to hand more. Chinese culture has a long history, formed with the Confucianism as the main body of Huaxia civilization as a whole. Confucian culture as a kind of cultural accumulation, the undercurrent of the social consciousness, and many of its rationality, with its unique charm, they penetrate into the deep social psychology, rooted in the soil of social life, affecting people's life style, thinking mode, value concept, moral sentiment, attitude and customs.

Marxism about the theory of "humanism" in the view and method with the old philosophy radically is different that could be generally summarized as follows. (1) Marx believed that the nature of man is concrete and historical. Human nature is the common property of human is a universal human has the characteristics of different from animals. Humanity has many aspects, the old philosophy tend to hold one to eliminate other aspects of human nature, or the absolute one aspect to make this aspect from other aspects. (2) The basis of social practice, embodying the essence of man in the natural, social and mental contradiction to unity. Constitute the basic content of the essence of the man or elements including the natural, social and sexual consciousness. Marx admit people's nature, but he is from the social and historical development practices on the basis of understanding human nature, the nature of such understanding is not only the biological nature and physical properties. (3) Marx believed that the nature of people is a constantly in nature in the process of historical development. In different historical conditions of human nature, the content and extent is also each is not identical. Because of people's essential strength performance, subject to the limitation of social and historical conditions in different periods, in a certain period of the certain stage, only partly to implement your own nature, in reality that human essence has different historical conditions [6-7].

The Suggestions for University Education Management. University management in colleges and universities in the first place as a system, a careful study of the colleges and universities system internal various influence on the overall work in colleges and universities, starting from the overall goals to direct all aspects of the work of colleges and universities, colleges and universities make all aspects of the work around the overall work of the normal operation of the quality and efficiency of colleges and universities. The essence of strategic management is to enable an organization to adapt to, the use of change of environment, increase the degree of organization of the whole optimization and pay attention to long-term stable development. Strategic management includes strategic planning, strategy implementation and strategy evaluation. Strategic planning is a kind of overall development of overall planning, including the strategic guiding ideology, strategic target, strategic focus and the strategic measures and the corresponding strategic stage [8].

In the dynamic changes of the internal and external environment in colleges and universities that is bound to have some sort of plays a decisive role to the change of internal and external environment of the key factors. No matter which colleges and universities, there is inner personality, as a result of the existence of these personality, will make its show different characteristics in the operation. And then, we propose the listed suggestions for the further optimization. (1) To create a first-class management, to have the high quality, high level and high ability, develop the positive innovation, personnel to the management team, especially the management experts use to management team. (2) Higher education in China is striding to a new development, build a contingent of high-caliber management cadres of colleges and universities has become a top priority. This requires education workers change ideas, and the pitfalls of management knowledge, the pitfalls of the understanding of management cadres of colleges and universities, to understand and strengthen scientific management, to realize and improve the management level of school urgency and importance of China's higher education. (3) University management especially the middle-level cadres, besides necessary professional knowledge, master the discipline front content outside, more important is to have the necessary basic quality managers, such as to master the basic theory of management, management means and methods and techniques.
Conclusion

In this paper, we conduct research on the contemporary university education management mode from the perspectives of the humanistic thought and ethics. The development of higher education task to improve the quality of personnel training to enhance the level of scientific research and social service ability as the key point, special requirements for higher schools to optimize structure characteristics as institutions of higher learning must hold the core of the quality, improve management work to a new level, with scientific management to improve the quality of the school-running, promote the healthy development of higher education coordination. Management work of colleges and the universities, therefore, to firmly establish the idea of the service, and set up new management concept, make in the service of the academic starting point and the end-result of all the management activities, adhere to high standards and strict, through the service to perform his duties. Under this basis, we propose the novel paradigm for the corresponding issues that hold special meaning.

References