

On Humanized Management in University Education Management System

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Abstract:

In the current era, higher requirements are put forward for talents, which not only focus on the professional quality of talents, but also emphasize comprehensive quality. Therefore, colleges and universities should also make changes in talent training. The essence of applying the humanized management concept in the university education management system is student-oriented, paying attention to students' personalized development needs, tapping students' potential, enabling students to achieve all-round development, and improving students' comprehensive quality. This paper briefly expounds the connotation of humanized management, discusses the significance of applying humanized management in university education management system, and probes into the path of implementing humanized management.

Keywords:

University, Humanized Management, Education Management, Implementation Path

1. Introduction

At this stage, with the continuous deepening of the reform in the field of education in China, the university education management system is also undergoing innovation and optimization. The attempt to integrate humanized management into the education management system and practice the "people-oriented" management idea is a major breakthrough in the management modernization of colleges and universities. From the perspective of long-term development, humanized management is more in line with the characteristics of openness, inclusiveness and harmony of the university, can create a good campus atmosphere, help stimulate students' potential, develop students' personality, and is of great significance for students' all-round development. As a university administrator, we should actively change the concept of education management, and take the comprehensive development of students as the starting point and foothold in the management system, management methods and management activities, so that students can achieve the improvement of their comprehensive quality while acquiring professional knowledge and skills.

2. The Connotation of Humanized Management

Humanized management is a new management idea under the current new economic form, which has been widely used in enterprise management and shows its advantages. The so-called humanized management is to emphasize the humanized elements in the management process, focus on equality, respect and care, highlight humanistic care, and achieve the purpose of motivation by meeting the deep needs of people, so as to fully mobilize the enthusiasm of members, stimulate the internal potential of members, and improve the quality of members. The application of humanized management in university education management is to take students as the core of management, recognize and respect students' individual differences, support and encourage students' personalized development, and establish the "people-oriented" management concept; Formulate and implement humanized management system; Use the humanized management mode to build a good development environment for students, so as to promote students' all-round development and grow into the talents needed by the society. [1]

3. The Significance of Using Humanized Management in University Education Management System

As a new management idea, humanistic management can play an important role in management practice. The significance of applying humanistic management in college students' education management system can be summarized as follows:

3.1. Help to promote the reform of university education management system

Under the current educational background of "cultivating morality and cultivating talents", the reform of university education management should also be timely innovated and optimized to meet the requirements of education development in the new era. As an important part of China's education system, the reform of university education management system is of great significance for promoting the reform of the whole education field. The application of humanized management in university education management system not only means the change of university education management concept and management mode, but also means the change of the focus of education management. Under the traditional management mode, the university education management pays attention to the construction of mandatory system norms, and does not pay attention to the deep needs of students, while the humanistic management focuses on humanistic care, emphasizes the personalized development of students, and encourages students to innovate independently, [2] which is more conducive to the growth and development of college students. In general, the application of humanized management will further promote the modernization of university education management system and also play an important role in building a modern first-class university. [3]

3.2. Helps to create a relaxed and harmonious campus atmosphere

University education is different from compulsory education and high school, and there are great differences in teaching mode, teaching content and other aspects. Universities focus on cultivating students' professional knowledge and skills, and on improving students' comprehensive quality, so that college students do not need too much institutional constraints, otherwise it will limit students' innovative creativity and independent thinking ability. The application of humanistic management in the

university education management system can fully demonstrate the humanistic spirit of the university, give students humanistic care, create a free, harmonious, relaxed and inclusive learning environment for students, and fully meet the personalized needs of students. The university itself has the characteristics of freedom, openness and inclusiveness, and the use of humanized management can further highlight this feature, so that students can freely and independently choose the direction of development in the campus environment and obtain relevant knowledge and information, which plays an important role in cultivating students' independent spirit, truth-seeking and pragmatic academic attitude, and innovative thinking. [4]

3.3. Help promote the all-round development of college students

Under the current social background, various industries and fields have higher requirements for talents. They not only pay attention to professional knowledge and skill level, but also pay attention to the comprehensive quality of college students. This requires that universities must aim at cultivating compound talents with excellent comprehensive quality when formulating talent training plans. Humanized management emphasizes the human-centered approach, which is applied in the university education management system, that is, the development of students as the core. It can fully tap the potential of college students, meet the deep development needs of college students, and enable college students to be fully cultivated in a free and relaxed environment. [5] This will not only help to improve the professional knowledge and skill level of college students, but also enable them to obtain other aspects of improvement, and then grow into the compound talents required by the society. After graduation, they can be employed smoothly, and realize their self-worth in their own positions. [6]

4. The Way to Implement Humanized Management in the University Education Management System

4.1. Change the concept of education management

The reform of university education management system is a complex and long-term undertaking. As a university administrator, its management ideas and management decisions have a profound impact on the development of the university. Therefore, it is very important for the administrator to change the concept of education management. The traditional university education management mainly uses various institutional norms to restrict the behavior of college students, so as to achieve the purpose of management. This management mode limits the creativity of students to a certain extent, and is not conducive to the cultivation of students' independent, pioneering and innovative spirit. [7] Under the current social background, this education management system has not adapted to the needs of social development, and is not conducive to the cultivation of talents with all-round development. Based on this, university administrators must actively change the concept of education management, learn modern advanced management ideas, integrate humanized management into the university education management system, deeply understand the core and connotation of humanized management ideas, correctly use humanized management methods, and further establish humanized management concepts from top to bottom inside the university. Humanized management, as one of the modern management models, has been proved to be superior by a large number of management practices. As a university administrator, we should actively learn

relevant management experience, make profound changes from the ideological level, and then build a humanized university education management system to promote the modern development of the university. [8]

4.2. Formulate humanized management system

The university is a place that advocates freedom and focuses on cultivating the independent spirit of college students. Therefore, the management system should fully reflect inclusiveness and guidance to meet the development needs of college students. However, as far as the current institutional norms of university education management are concerned, they focus more on mandatory or rigid institutional norms, emphasize the constraints on students' thoughts and behaviors, and lack humanistic care and guiding content, which obviously does not conform to the characteristics of advocating freedom in universities. One of the key elements of applying humanized management in the university education management system is to develop humanized management norms. Whether it is the campus management system or the college students' code of conduct, it should highlight humanistic care, reflect the university's open and inclusive attitude, and focus on guiding content rather than mandatory. Only in this way can we create a relaxed and free campus environment, so that students can learn relevant professional knowledge independently and voluntarily, and promote students' personalized development. [9]

4.3. Respect the individual differences of students

Because there are certain differences in college students' family background, growth environment, cognitive ability and knowledge level, there will also be obvious differences in the learning process. As a university administrator, we must recognize and respect the individual differences of students, and pay attention to the personalized development needs of students while paying attention to their professional knowledge and skills learning. Humanized management emphasizes to explore the potential of students and pay attention to the deep needs of students. As a university administrator, this idea should be applied in management practice. We should pay attention to the advantages and strengths of college students beyond their majors, and support them to develop their own strengths, provide them with necessary conditions or resources, so that they can take into account the development of other aspects while learning the knowledge of their majors, so that students' individual development needs can be fully met. Students in this growth environment for a long time can better stimulate their own potential, and their advantages can be better played and used. This is not only conducive to improving students' comprehensive quality, but also conducive to students' future development path. [10]

4.4. Use of humanized management

The so-called humanized management means that the "people-oriented" management concept is implemented in the specific management practice. Both university administrators and university teachers no longer communicate with students in the role of management, but interact with students under the premise of respect and equality. Under the traditional management mode, university administrators and teachers are often at the top, while students are at the bottom. Their positions and roles are not equal. Therefore, it is difficult for managers and teachers to understand students' inner thoughts and personalized development needs, and their management decisions naturally lack pertinence and effectiveness. Under the

humanized management mode, both university administrators and university teachers should fully respect the subject status of students, communicate and interact with students in an equal, harmonious and friendly manner, understand students' ideological trends, grasp students' development needs, and then formulate teaching plans and management decisions based on students' actual conditions, so as to achieve a real goal. In short, the key of humanized management lies in the transformation of the role of the manager, rather than sticking to the fixed model. When the role changes, the behavior and decision-making of the manager will inevitably change, showing the humanized characteristics everywhere.

5. Conclusions

To sum up, the application of humanistic management in the college education management system has significant advantages. Whether from the perspective of college students' own development or from the perspective of college students' development, humanistic management is obviously more in line with the needs of the current reform of college education management system. Under the humanized management mode, as a university administrator, the first thing to do is to change their own management ideas and establish a student-oriented management idea; Secondly, we should actively improve the university education management system and integrate the contents of inclusiveness, guidance and humanistic care; Finally, take the initiative to change their roles, respect the individual differences of students, communicate and interact with students equally, understand students' personalized development needs, and create necessary conditions for them, so that students can achieve greater development in the university stage.

Conflicts of Interest

The author declares that there is no conflict of interest regarding the publication of this article.

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