



# Improvement of Humanistic Care in Educational Management of Colleges and Universities

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## Abstract

In university students' education and management, humanistic concern requires the people-oriented idea, namely showing respect to and caring for the students. Universities should advocate affective involvement while focusing on students' personal improvement, exercising their potential, and enhancing their personal value. During the process of receiving higher education, students should be encouraged to achieve self-development and self-perfection. This thesis probes into the essence of humanistic care from the perspective of university students' education and management. Taking the current situation into consideration, the thesis conducts a systematic analysis of the relation and the characteristics of humanistic care and university students' education and management. It is proposed that university students' education and management should be governed by the Scientific Outlook on Development, adhere to the idea of humanistic care, construct a harmonious and humanistic environment, and innovate the system students' education and management.

**Keywords:** university, students' education and management, humanistic care

## 1.0 Introduction

With the in-depth development of economic globalization and increasingly fierce international competition, knowledge and technology have increasingly become decisive factors for improving overall national strength and international competitiveness. Furthermore, human resources have increasingly become strategic resources for promoting economic and social development. To realize the popularization of knowledge and skills in the entire modern society, to implement the plan for the cultivation and development of human resources in the new era, to achieve the goal of simultaneous improvement of the ideological and moral literacy of the whole people and the scientific and cultural quality, education is particularly prominent in the entire civilization construction undertaking, which plays a basic, leading, and overall roll part. In the cause of education, colleges and universities are important platforms for disseminating knowledge, training skills, and improving quality, as well as important places for cultivating young talents. And management is very important in college education and even the entire educational undertaking. Educational management rationally allocates resources related to education in a reasonable manner so that it can operate effectively and achieve coordination.

Due to the development and progress of modern society, mankind's basic physiological needs and then material and safety needs have gradually been met, and now it is more manifested in the inner needs of human beings that are more eager for personal emotions and respect. Besides, the concept of humanistic care is in line with the higher-level needs of human beings and is manifested in affirming human nature and value. In education management, the educated, that is, students, as the future human resources of the society, and as the object of education, in addition to the learning of basic knowledge and skills, they also need to shape their inner ideology and morality. This requires that the subject status of the educated be valued and be positively affected by humanistic care. Therefore, in the management of college education, we should get rid of the problem of too single methods and methods and focus on integrating humanistic concepts into it.

### 1.1 Problem statement

With the reform and development of higher education in China, the management of students' education is facing with new opportunities and challenges. In the new situation, the humanistic care in the education management of college students has produced some new problems, this is mainly reflected in the following aspects. Firstly, the contradiction between the enlargement of university scale and humanistic care. The scale of higher education institutions has been continuously expanded, the number of college students has increased dramatically, the development of higher education is lack of matching hardware and software, the university education management's system, content, and group have not been able to achieve the corresponding change. Secondly, the contradiction between the law of college students' success and the

practical implementation of humanistic care, the college education management is centered on the educator, and college students are in the position of being educated as the subject of education. Due to the lack of face-to-face communication and personalized communication in the education management, students' emotional experience and practical needs are ignored, and it is lack of humanistic care. Thirdly, there is a contradiction between the realization of the main value of college students and the form of humanistic care. College education management attaches importance to the basic education of college students, it is trying to promote college students that they can produce normative behavior and social consciousness, treat students as recipients of education simply, rather than being treated as beneficial resource to individual survival and development. Education management often becomes the education manager's indoctrination to the idea and the restriction to the behavior, it makes the educational management process become boring. Finally, because of the changes in the economic system, the social requirements for the quality of talents in all aspects have been improved, and the demands for human subjectivity and independence have become increasingly prominent. However, the humanistic care of many college teachers has not been given due attention. This situation has affected the management of colleges and it restricted the improvement of management efficiency. It Affects the enthusiasm of teachers and limit the development of teachers.

## 1.2 Research Objectives

1. To establish the concept of humanistic care clearly
2. To improve the quality of managers to create a top-down atmosphere of humanistic care

## 2.0 Literature Review

In the field of educational management theory, many experts and scholars pay close attention to the research of humanistic care, they carefully explored the historical trajectory of liberal education, they consider the existence and nature of humanistic education, they systematically explain and study the internal connection between humanistic care and educational management, the theoretical construction of humanistic care in educational management, and the realization path of humanistic care value in educational management.

## 2.1 The theory of humanistic care in college Student education management

In the article "Marx's Humanistic Care Thought and Its Enlightenment to Ideological and Political Education", Li Chunying believes that: Marx's thought of humanistic care shows respect and attention to people's needs and personality, as well as persistent pursuit of people's freedom, liberation, and all-round development. In the article "On Marxist Philosophy education and humanistic care", Shi Fukun believes that: Marxist philosophy is a philosophical theory with scientific form, it is a scientific world outlook and

methodology. To apply marxist philosophy education to the cultivation of various qualities, humanistic care in philosophy education should be emphasized, so that it is conducive to improving the political quality and humanistic quality of young students. Persisting in people-oriented and vigorously promoting human subjectivity and creativity are the basis of humanistic care in college students' education management, and it is the premise and guarantee for guiding students' education management to realize the combination of rationalization and non-rationalization. The theoretical research results of these scholars provide research ideas and logical analysis strategies for the analysis of the scientific connotation of humanistic care in the educational management of college students, the scientific relationship between humanistic care and the educational management of college students, and the analysis of the characteristics of humanistic care in the educational management of college students.

## **2.2 The systematizations of humanistic care in college student education management**

In the book “Life Consciousness, Humanistic Care and Human Rights Protection”, Guo Xuewen believes that: Humanistic care and life awareness, human rights protection is consistent, human life awareness is the first, humanistic care is based on the premise of life awareness care, and human rights protection is the institutional guarantee of humanistic care. In the book “Higher Education Management”, Yao Qihe believes that educational activities and educational management activities are student-oriented educational management. The management process is a dynamic process of constant change and development. Because the elements inside the managed object (people, money, material, time, space, information, etc.) are constantly changing and developing, the relationship between them is also constantly changing and developing, and the external environmental conditions of the management system are also changing and developing. Therefore, the essence of the management process is the process of timely adjusting the relationship between the objects and conditions to achieve the overall goal according to the changes and development of the objects and conditions under management. the work of humanistic care in the education management of college students is a complex system with the function of educating people. Giving full play to the function of this system will play a guiding role in the work of humanistic care in the education management of college students. Humanistic care is an indispensable subsystem in the system of higher education. The function of the subsystem plays a decisive role in the realization of the goal of the system. It is equally important to enhance the capabilities of the subsystems themselves. The humanistic care in the education management of college students has the orientation of systematic scientific theory, the application span is becoming wider and wider, and the requirements are becoming higher and higher.

### 2.3 The Practice of humanistic care in college Student education Management

“Higher Education Management” was co-authored by Deng Xiaochun and Liu Guorui, which was published by Aviation Industry Press, they believe that it is a new view to pay attention to humanistic care education in college students' education management. Through the university humanities content system, organization system and the era characteristics of university students' humanistic education, this theory to explore the practice of humanistic care in the management of college students' education mode, explore in practice patterns through some examples to show the form of the success of the humanistic care in the management of college students education mode. In the article “Daily Management of College Students from the Perspective of Humanistic Care”, Liu Chunlei believes that daily management of college students is an important part of college management and plays an irreplaceable role in the process of school education, humanistic care is a new perspective to study the daily management of college students, and it is an improvement to infiltrate humanistic care into the daily management of college students. The process of the practice of humanistic care is the process of practicing the scientific outlook on development and the process of managing and educating people in colleges and universities. The practice is the first, the management practice of humanistic care in the education management of college students not only reflects the idea of humanistic care of Marx's philosophy which the education managers have; At the same time, it also reflects the reality and benefits of university education management based on college students.

### 3.0 Theoretical Framework

From the perspective of international and domestic development, colleges and universities must implement humanistic care to stand out in the fierce competition for talents and adapt to the development of economy and society. This paper expounds the connotation and essence of humanistic care. On this basis, the paper expounds the basic connotation and content of humanistic care in colleges and universities and summarizes the characteristics of humanistic care in colleges and universities. Analyze the causes of existing problems, On the one hand, there are misunderstandings about the relationship between institutional management and humanistic management, and the outdated concepts and ways of humanistic management are backward. We don't pay enough attention to the development of teachers and students; On the other hand, there are also problems in the management of universities themselves.

## 4.0 Recommendation

### 4.1 Clarify the meaning and requirements of the humanistic care concept

The concept of humanistic care is a concept that pays attention to people, affirms and recognizes the value of people. Specifically, it is to respect, care, support, and inspire people to realize the free and comprehensive development of people. In education management, people are the main body and object of management, and the managed person is the main body of education and needs to receive humanistic care. In the study of education, there is a study of the relationship between the educator and the educated. In addition, in the exploration of education management, both teachers and students are the main force of the school.

It shows that students need to receive humanistic care from education administrators, and at the same time, teachers also need to receive humanistic care. The two are in an interactive relationship. As students develop, they also need teacher development. Humanistic care is not only conducive to the shaping of the inner world, but also relieves the negative emotions caused by stress and problems.

Therefore, first, teachers are required to cultivate people-oriented concept at the same time, higher-level managers of education should also pay attention to understand and care about the inner activities of teachers, that is, the strengthening of psychological construction within the management of higher education. In addition, education managers must establish a standardized education management system as the basis for students and all faculty and staff to create a "ceremony sense", so that they are aware of the leadership and organization of their own attention and trust, thereby enhancing their sense of autonomy and responsibility, from the past passive dependence. Teaching is the center of the school, all work must obey this center, so the teaching needs the concept of humanistic care in-depth.

It is necessary not only to train the quality of teaching when teachers enter the post, but also to assess the concept of humanistic care. The training of teachers is the core problem of running a good school and improving the quality of education and teaching. To use people must be based on educating people. Therefore, the school should set up a new concept of functions, the training of teachers as one of the important functions of the school. To reform the current management system in which schools only cultivate students' single functions, we must establish the concept that "quality education is first and foremost the education of teachers' quality". On the one hand, teachers are required to have a strong spirit of learning, a strong desire to accept new knowledge and new ideas, and stand at the forefront of curriculum reform, constantly reflect on the time, rational thinking, and summary of teaching practice. On the other hand, through the case analysis of the assessment of the teacher's ideological and moral quality is in line with the requirements of the school, and then through practical observation to determine that the teacher can carry out care for the individuality of students.

Management is a kind of service, education management is not only to plan, organize, command, supervise and coordinate the cause of education well, but also to carry out high-efficiency, high-quality and legal activities in accordance with objective laws, and promote the scientific, democratic and legalization of school management

The concept of humanistic care in education management requires the development of human resources, which is manifested in students and all faculty and staff. In addition, regarding material information, we must first investigate and understand the educational needs of students and faculty, and then, by calculating, meet the material information needs of students and staff as much as possible, including, of course, basic teaching facilities and equipment, information technology carriers, campus living environment, etc. In addition, education management is also related to the economy. The introduction of a policy of relief for some students, the introduction of scholarship awards, and the introduction of prize incentives can all mobilize the positive mood of students studying in school. The timely payment of salary and benefits to faculty and staff, the implementation of the same number of differential incentives in performance, can promote the serious work of faculty and staff. In addition, the motivation above the language can also have an impact on students and teachers.

#### **4.2 Improve the quality of managers to create a top-down atmosphere of humane care**

First of all, the educational management of colleges and universities is a systematic project. In this system engineering, management workers assume the role of management and the implementation of goals, therefore, the quality of education managers affect the quality of teaching management and even affect the operation of the whole university.

With the increasingly fierce competition in school education, it is a way to strengthen scientific research consciousness and improve the scientific research content of teaching management. First of all, managers should have a strong sense of scientific research, research and management with their heart, to scientific research quality, to have a strong scientific research ability, to guide the development of teaching and research activities, to have a strong sense of inspiration, to guide teachers to actively participate in teaching and research activities, to drive the school's teaching and research work towards the direction of subjectivation, scientific research. Secondly, as a manager, we should strive to carry out the subject of conventional management, so that the operation of all aspects of teaching work to a new level, in order to ensure the improvement of teaching quality, the goal of educating people.

In addition to scientific research and teaching, education managers certainly need to have the ability to manage. School education management is a hard and responsible work, which requires dedication. But when schools achieve certain results and are recognized, this positive impact makes education managers enjoy them and give them a sense of success. Therefore, for an education management worker, school education management is also a very meaningful cause in life. The managers of contemporary colleges and universities need to constantly study modern school management, education and psychology, be good at studying the laws of movement between people, people and things, and be good at coordinating the relationship between the main objective movement. Only timely grasp of information, constantly enrich management experience, improve the level of comprehensive management and practical management ability, in order to lead the majority of teachers and students to achieve excellent results.

Of course, there are a lot of colleges and universities today, and it is precisely because more and more excellent schools provide educational administrators with the opportunity to communicate and study in other schools and institutions. A high-quality education administrator of his own should have intended to absorb the strengths of other schools, find himself and his school inadequate, and then adjust and improve in the light of local conditions. In particular, reflect on their own concept of humanistic care whether there is no place to do.

### 5.0 Future Scope

The future scope based on this article focused on the lack of humanistic care in the education management of colleges and universities, this paper analyzes the necessity of humanistic care in colleges and universities, and puts forward suggestions to improve the humanistic care.

### 6.0 Conclusion

The reason why humanistic care has become an important concept and method of college students' education management is that humanistic care and college students' education management are closely related, and they complement each other and complement each other. On the one hand, the process of college students' educational management is the process of providing rich humanistic care for college students. The educational management of college students and humanistic care have the same unity and agreement in the goal, mission, ultimate value, and other aspects. On the other hand, humanistic care can promote the development of college students' educational management, improve, and enhance the management of college students' education. In essence, the educational management of college students is an educational activity of cultivating, shaping, perfecting, and developing people, which has extensive and

profound humanistic connotation. The humanistic care in the education management of college students reflects the essence of higher education and emphasizes the goal of higher education. The essence of higher education is to train people, and talent training is the basis for the survival and development of colleges and universities. The humanistic care in the management of college students' education reflects the respect for college students and emphasizes the subject status of college students. The educational concept of "all-round development, all-round education and all-round service" should be realized in the education management of colleges and universities. In the management of college students' education, humanistic care is to fully respect, understand and care for students, implement humanistic care into policy formulation and daily work, and constantly promote the theoretical innovation and model innovation of college students' education management.

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