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Development for Higher Educational Administrators of Guizhou T University in the Modern Era

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Abstract

The purpose of this research was 1) to study the development for higher educational administrators of Guizhou T University in the modern era. 2) to promote guidelines for the development of higher educational administrators and to achieve the overall improvement of higher education management in Guizhou T University. Through the analysis of the concepts of higher education administrators, professionalization, this paper combines the professionalization theory and career theory with the development of higher education administrators.

Keywords: Higher Educational Administrators, Educational management, Development

Introduction

As a kind of special organization in human society, in the past thousand years, "from the internal perspective, the spirit of several functions and guiding functions emphasized by universities has undergone great changes, but from the external perspective and comparative perspective, universities are the least changed among all kinds of institutions (Clark Kerr, 2008)". But less change does not mean no change. In order for the university to function properly, there must be division of labor and negotiation, and there must be a relatively clear understanding of the mission, structure and functions of the university (Gong Fang, 2010). With the expansion of the scale and functions of universities, people gradually realized that a successful university not only has excellent teaching and research level, but also good management "can provide suitable conditions for the flourishing of teaching and



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research." On the contrary, it is more common for bad management to affect the normal development of teaching and research, leading to the decline of universities (Shattock Michael, 2008)." In order to realize the effectiveness of university management, we need not only a good governance structure and system arrangement, but also the quality training of university management personnel. As Shattock Michael, former provost of the University of Warwick in the United Kingdom, puts it, in the development of universities, "we cannot ignore the contribution of those who are called administrators to the management process, because to a large extent they are managers - if you want to distinguish them from the rest, they are professional managers."

There are many problems in the educational structure, professional structure and source of the administrative team in colleges and universities (Zhang Xian, 2013). The worth of administrative staff is based on their productivity, and this has a significant impact on the viability of universities (Lei M., Alam M. G., 2023). Universities are under critical situations as the educational environment changes fast (Han S., Kim H., Lee J., 2013). Many colleges and universities have clear education and training goals for teachers and counselors, but there are no clear and rigid requirements for administrators (Nie Weijin, 2012). Administrators at all levels in colleges and universities lack attempts to adopt new ideas, methods, methods and technologies to carry out management activities, resulting in low level and efficiency of administrative management in colleges and universities, and serious phenomena such as excessive administrative institutions, overlapping institutions, unclear powers and responsibilities, and over staffing (Liu Gaosheng, 2014).

Research Objectives

1. To study the development for higher educational administrators of Guizhou T University in the modern era.
2. To promote guidelines for the development of higher educational administrators and to achieve the overall improvement of higher education management in Guizhou T University.

Research Scope

The research content of this paper is the development of university administrators, the scope of which mainly takes Guizhou T University as the research object, investigates the professional development of T University administrators, finds out the existing problems, and puts forward suggestions for the development of T University administrators.



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Methodology

Research on the Development for Higher Educational Administrators of Guizhou T University in the Modern Era, the objectives were 1) to study the management level of higher education administrators in modern Guizhou T University and 2) to study the strategies for improving the management level of higher education administrators in modern Guizhou T University, the researcher carried out the following steps.

1. Population and sample

The population used in this research was administrators of Guizhou T University. Total 600 administrators. The sample group used 234 administrators, and the sample scale of Krejci and Morgan (1970, pp. 607-610) was used to determine the sample size.

2. Research tools

The tool used in this study is a questionnaire about the professionalization status of higher education administrators in Guizhou T University, which is divided into the questionnaire and interviewee.

3. Data collection

The researcher distributed the questionnaire to the sample group, and collected data from 234 respondents.

4. Data analysis

The researcher took all the received questionnaires to check the completeness of every questionnaire and bring the obtained data for statistical analysis by using a computer to calculate statistical values with a statistical package.

Results

From the results of the study of the Guizhou T University Administrative management development can be summarized according to the objectives of the study as follows:

According to the data, the perspective of personal dimension, the development level of administrative management in Guizhou T University of personal dimension is at a medium level. Administrative personnel have important professional consciousness, professional ability and professional ethics. However, the standard deviations of each index are relatively large, indicating that there may be large differences in some aspects. The administrative management of Guizhou T University is also at a medium level in the organizational dimension, and the average value of various indicators is at a medium level, but there is still some room for improvement in education and training system, professional organization system, vocational qualification system and other aspects. Therefore, in order to further



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improve the development level of administrative management, targeted training and promotion measures can be taken to help administrative personnel better adapt to and be competent for work tasks.

Conclusion and Discussion

University management is an important part of university work, which plays a very important role in ensuring the normal operation of colleges and universities and promoting the development of college education and teaching. However, due to the historical and institutional reasons, the professional construction of administrative managers in Guizhou T University started late, and there are many problems. The main problems are as follows: 1) Lack of professional knowledge of university management; 2) The professional organization of university administrators lacks independence; 3) The education and training system of university administrators is not systematic.

Suggestions

Modern university is a complex organization, its organizational objectives, personnel composition, management mode and so on are fundamentally different from the government, enterprises. The management of such a complex organization cannot be separated from a professional management team. This paper puts forward some suggestions on the professional development of administrative personnel in Guizhou University of Technology from the following aspects.

1. Improve the personnel management system with the university staff system as the core.

The educational staff system is a personnel system, which conforms to the basic idea of personnel classification management in modern human resources management. The staff system is the basis of the specialization of administrative managers in colleges and universities. Only by gradually integrating management posts and administrative managers into the staff system from the perspective of system construction can the professional development of administrative managers be realized efficiently.

2. Establish professional standards for university administrators

Professional standard is an important criterion to measure the professional degree of a profession, and the professional standard system of university administration administrator plays an important role in promoting the professional development of university administration administrator.



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3. Improve the education and training system for university administrators

In modern society, if a profession wants to become a profession, it must have its own professional knowledge and skills, and continuous education and training plays an important role in the specialization of a profession. Due to the change of social division of labor, the education and training of administrative administrators in colleges and universities includes two kinds of educational system: academic education system and non-academic education system. This paper mainly discusses the non-academic education system.

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