

The Application of Management Psychology Theory in the Construction of University Teachers

Cheng Chen

Shanghai Jian Qiao University, Shanghai, Pudong, 201306, China

13050@gench.edu.cn

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Abstract: In order to improve the overall quality of the teaching staff, it is necessary to improve the quality of teachers. It is hoped that management psychology can be effectively applied to fully understand teachers' psychological demands, and then effective strategies can be adopted to stimulate teachers' work enthusiasm, mobilize their subjective initiative, and tap their potential creativity, so as to achieve the goal of building high-quality teachers in Colleges and universities. Management psychology mainly aims at in-depth analysis and Research on the psychological activities of leaders, groups and individuals in the team. In the process of building a teaching team in Colleges and universities, the effective application of the relevant concepts of management informatics can give full play to the application value of the main body of teachers, stimulate the enthusiasm of teachers, consciously enhance their own quality, and effectively manage themselves Norms and constraints. Therefore, the research content of management psychology is divided into four aspects: individual, group, leadership and organization. This paper briefly expounds the specific methods and key significance of the application of management psychology theory in the construction of University Teachers' team, which provides important reference for promoting the construction of University Teachers' team.

1. Introduction

On the basis of the excellent development of the current education industry, the state attaches more and more importance to the construction of university teachers. Some ideas of management psychology can be effectively applied in the process of the construction of university teachers. The research and analysis of the psychological laws of each role in the team can find out the problems in the management work in time and accurately, and then make the best solution to improve it Management policy, and then effectively stimulate the enthusiasm of teachers. Management psychology adheres to the management concept of "people-oriented", and emphasizes the development and cultivation of personality and emotion. The application of this core theory effectively improves the shortcomings of the traditional management policy of university teachers, and then promotes the healthy development of the management of teachers. Adhering to the development concept and management method of management psychology, this paper studies the psychological changes of teachers, analyzes the law of students' psychological activities and ideological state, and effectively promotes the construction of University Teachers' team in the new era.



Figure. 1

2. Effective Application of the Concept of "Motivation" in Management Psychology

In the management of teachers, colleges and universities can effectively use the core theory of "people-oriented" in management psychology to understand the psychological needs of teachers, and then correctly guide the management behavior of teachers, and finally effectively carry out the management work. Only by reasonably meeting the teachers' educational idea and working goal, and effectively integrating their professional idea and management goal, can teachers' working motivation be effectively stimulated. According to the theory of "need level" in management psychology, the work needs of teachers can be studied and analyzed from five aspects: physiological needs, sense of security, sense of identity, self-esteem, being respected and self realization. In different stages to meet the reasonable needs of teachers, increasing in turn, can gradually stimulate teachers to produce higher-level needs, and then through this psychological appeal to guide the specific behavior of teachers. The specific law of psychological change is as follows:

2.1. Physiological Needs

Physiological needs are closely related to real life, survival needs. The specific content includes teachers' material needs for living conditions, wages and benefits, working environment, living conditions, development space and other realities.

2.2. Sense Of Security

The sense of security is that teachers are also ordinary people and need a safe, reliable and stable environment. The specific contents include: life safety, stable income, solid property and other safe working and living environment, as well as the stability of the positions of teachers employed by colleges and universities.

2.3. Sense of Identity

College teachers are highly educated intellectuals, who are more eager to be accepted and recognized by individuals, groups and leaders, and then realize their own value from the sense of being recognized in the team, which is more dependent on the care and training of the organization. The specific behaviors are: the care and guidance of school leaders, mutual help in the team of teachers, and interpersonal relationship of individual teachers in the team Department, teaching achievements and academic research achievements.

2.4. Dignity

Dignity includes respect for oneself and respect for oneself by others. In fact, self-esteem and other people's respect for themselves hope to be regarded as powerful, powerful and influential. For example, the ability to do their work well can be reflected in the achievements of individual teachers in education, the role they play in the team, the advantages and disadvantages of their positions and salary compared with other members, etc.

2.5. Self Realization

In fact, self realization is to realize personal value. The need of self realization is the highest level of hierarchy of needs in management psychology. It means that a person should effectively realize his own value, give full play to his creativity, tap his potential, continuously improve himself in work and study, and adhere to the goal of pursuing perfection. In the process of building the teaching staff in Colleges and universities, it is embodied as follows: teachers set high-quality goals for themselves in various periods and put them into practice, and then get a sense of achievement from their work, while achieving the goal of efficient management, they also complete their own career ideals, and constantly pursue more perfect goals.



Figure 2 Self realization

3. Effectively Apply the Concept of "Fairness and Justice" in Management Psychology

In management psychology, it is emphasized that managers should adhere to the principle of "fairness and justice" to ensure the psychological balance of the managed, so as to ensure that the work done by individuals is directly proportional to the return they get. Encourage the managers to uphold a healthy and positive working attitude. According to the "fairness theory" in management psychology, whether a person can be effectively encouraged is not only influenced by the rewards they receive, but also by the rewards they see others receive in the team. People are often used to compare themselves with what they see and hear in society, so as to measure whether the efforts of individuals are directly proportional to the returns received, and then produce a fair or unfair psychological feeling. After the comparison, it is concluded that when the pay and gain of one's own work correspond to each other, one will have a fair mentality, and then keep a healthy and positive attitude to continue to work.

In Colleges and universities, teachers are the main body of educational management and teaching activities, and they play an important role in the process of teaching development. University administrators must correctly recognize the psychological needs of teachers in different stages, and then use the most direct, fair and just management methods to standardize, so as to realize the management objectives of colleges and universities to attach importance to the psychological feelings of teachers, cleverly stimulate the positive cooperation of teachers with management work, and promote the full implementation of the development concept of colleges and universities.



Figure 3 Management psychology

4. Effective Application of the Concept of "Encouragement" in Management Psychology

As the name suggests, incentive management is to effectively communicate with the managed through the correct guidance of the leaders, to comply with the spiritual and cultural needs of teachers, to stimulate the enthusiasm of teachers, to effectively apply the subjective initiative consciousness of individuals, to focus on the needs of teachers, to put themselves in the interests of teachers; the level of demand is to adapt to the needs of teachers. The law of teachers' psychological change enables teachers to clearly understand their own stage, define their short-term goals, seek progress and development step by step, make teachers consciously adapt to the management plan of university leaders in each stage, and improve the management plan in combination with the changes of teachers' teaching and learning level and working mentality in each stage, so as to ensure that teachers are always positive and enterprising. The state of mind actively participates in the teaching work.

In the process of implementing incentive management, in order to ensure the management effect of incentive methods, it is necessary to set up a perfect and reliable inspection system to test the quality of teachers' achievements in various periods. In fact, teachers at different levels have one thing in common, that is, they expect their work results to be respected and evaluated by the leaders. Therefore, leaders should evaluate and guide teachers whose teaching work is carried out smoothly and conscientiously at the right time node, meet the honor psychology of the managed, let teachers correctly realize that their efforts have gained the same value; for teachers whose work has not yet achieved significant results, leaders should also pay attention to communicating with them. Methods and methods: to protect teachers' self-esteem, guide teachers to find out their own mistakes in work, and then give appropriate guidance, so that they can master the correct working methods, and then actively make efforts and changes; for teachers' teaching methods and teaching and learning levels, we should also make quality assessment, which is based on the changing trend of students' overall performance. As well as the training effect of students' comprehensive ability, a special evaluation group can be set up to record students' evaluation of teachers' teaching work, as well as students' difficulties in learning and suggestions for teachers' teaching work. These information can be effectively fed back to relevant teachers, so that teachers can continuously improve their teaching ability and learn about learning in real time through such a form. Students' learning needs, targeted teaching guidance, effectively improve the quality of education.

5. Conclusion

Under the application of the relevant theories of management psychology, scientifically and efficiently clarify the ideas of the management of university teachers, innovate the management concepts, stimulate the enthusiasm of teachers, and then effectively use the management advantages of the development goals of university education, so as to promote the effective realization of the construction goals of university teachers, and effectively improve the management of University by using the thinking of management psychology. Scientific and effective work. Then, in the process of the construction of the faculty, we should guide the teachers and students to establish correct values, effectively cultivate the comprehensive quality ability of the managers, and become the high-quality composite teachers needed by colleges and Universities under the new education pattern, so as to promote the healthy and stable development of various teaching fields. Improve the overall quality of university education management and promote the optimization and innovation of university education management mode.

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