

Research on the Influencing Factors of Teachers' Job Performance in Private Colleges and Universities

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Abstract: With the development of higher education in China, private colleges and universities are becoming more and more important in the education system. Teachers are the key factors for the quality of education in colleges and universities, so it is of great significance to study the influencing factors of teachers' job performance in private colleges and universities to improve the quality of education in private colleges and universities. Through literature research and empirical analysis, this paper discusses the influencing factors of teachers' job performance in private colleges and puts forward corresponding strategic suggestions.

1. Introduction

As an important part of China's higher education system, private colleges and universities have cultivated a large number of talents for China. However, compared with public colleges and universities, private colleges and universities still have certain gaps in the construction of teaching staff and educational resources. Therefore, studying the influencing factors of teachers' job performance in private colleges and universities can help improve the quality of education in private colleges and universities and further promote the balanced development of higher education in China.

2. Influencing factors of teachers' job performance in private colleges and universities

2.1 Personal factors

Teachers are a key factor in the quality of education in colleges and universities, and teachers' work performance is affected by many factors, including personal factors. Different personal characteristics of teachers will directly affect their job performance. For example, age and gender have an impact on teachers' job performance. Younger teachers may lack sufficient teaching experience and knowledge base and need more exercise and training, while older teachers may face physical limitations and old-fashioned ideas. The gender factor, on the other hand, affects to some extent the teachers' attitude towards teaching and the way they cope with problems. In addition, teachers' academic qualifications and titles also have an impact on job performance. The higher the academic qualifications, the better the teachers' knowledge base and comprehensive quality, and accordingly, the more they will have certain teaching advantages. The title, on the other hand, represents a teacher's academic level and teaching ability in his/her area of specialization, which directly affects the teacher's status and reputation on campus. In addition to personal characteristics, teachers' work attitude, teaching experience, teaching ability and other factors also have an impact on work performance. Teachers' work attitude and motivation will directly affect the teaching effect; good work attitude and high enthusiasm will make students more willing to follow teachers' instruction and impart knowledge more effectively. Meanwhile, teachers' own teaching experience and teaching ability are also important factors in evaluating their performance. Teachers need to have solid subject knowledge reserves, understand students' learning needs and psychological needs, and transfer knowledge to students with the help of modern teaching methods and approaches.

2.2 Working environment

Working environment is also one of the important factors affecting teachers' performance. A good working environment can motivate teachers to devote themselves more enthusiastically to teaching and research work, thus improving their performance. The teaching facilities of the school is one of the key factors affecting teachers' performance. Advanced and perfect teaching facilities can provide a better learning and teaching environment, which is conducive to improving teachers' work efficiency and teaching quality. At the same time, with the support of research conditions, teachers can carry out research better and accumulate more academic achievements, thus further improving their job performance. In addition to teaching facilities and research conditions, campus culture will also have an impact on teachers' work performance. Campus culture can provide teachers with a comfortable, safe and harmonious working environment and create a positive atmosphere. An excellent campus culture will attract more excellent teachers to join the school, and will also give existing teachers a greater sense of belonging, honor and accomplishment, thus making them more committed to their work. The school's management system, incentives and leadership style are also among the factors affecting teachers' performance. A good management system can provide teachers with clearer and clearer work norms and processes, reducing their confusion and uncertainty in teaching and research. At the same time, a reasonable incentive mechanism can also stimulate teachers' motivation and creativity, so that they are more engaged in their work. And the leadership style needs to have affinity, fairness and support, so that teachers can feel the care and support of the leadership and improve their job satisfaction and teaching quality.

2.3 Student factors

The quality of students and academic atmosphere is also one of the important factors affecting teachers' performance. Factors such as students' learning attitudes, motivation and academic achievements will have a profound impact on teachers' work. Students' learning attitude is one of the important factors affecting teachers' performance. A positive and active learning attitude can stimulate teachers' enthusiasm for teaching and motivate them to be more engaged in teaching. Students' desire for knowledge and seriousness in learning will encourage teachers to continue to provide quality educational resources and support, which in turn will promote students' learning outcomes. Students' motivation also has a significant impact on teachers' performance. Students' intrinsic motivation and learning goals have a direct impact on their engagement in learning. Students who are highly self-directed and have clear goals are more likely to actively collaborate with teachers to achieve instructional goals. Such students will inspire teachers to feel that their teaching efforts are positively contributing to student growth. Academic achievements are also one of the important indicators for evaluating teachers' performance. Students' academic level and research achievements can reflect teachers' teaching quality and education and teaching ability. When students achieve excellent results in academics, teachers will feel that their efforts and dedication have been recognized, which will further inspire them to actively engage in education and teaching. In addition, academic atmosphere is also an important factor affecting teachers' performance. A good academic climate can provide a positive and knowledge-interactive environment that promotes cooperation and communication among teachers. By communicating and sharing experiences with colleagues who have common professional interests, teachers can continuously improve their professionalism, which in turn improves teaching quality and work performance.

2.4 Social factors

Social factors have a profound impact on teachers' work performance. In today's society, there are more and more private colleges and universities, and the social recognition of private colleges and universities is often inferior to that of public colleges and universities. This can have a direct impact on teachers' job performance because the prestige and recognition of the school can affect the academic ability and success of students. Of course, this will also affect the level of teachers' salaries and benefits, which will further affect their teaching quality and work attitude. Teachers' social status is also one of the important factors affecting their performance. In some societies, teaching is

considered to be a low-status profession, which can lead to the damage of teachers' self-esteem and affect their level of commitment to their work. However, in some societies, teachers have a higher social status and they are respected and praised by the society, which motivates them to be more committed to teaching and learning, thus enhancing their job performance. In addition to social recognition and social status of teachers, family status also affects teachers' job performance. If teachers have a happy and healthy family, this will make them energized and more likely to focus on their work. However, if teachers' families encounter some difficulties, such as family members' illnesses or excessive economic pressure, this will lead to greater psychological pressure on teachers, affecting their work efficiency and performance^[1].

3. Strategies for Improving Teachers' Work Performance in Private Colleges and Universities

3.1 Optimize the structure of teachers' team

In order to improve teachers' performance, schools should focus on optimizing the structure of the teaching team and improving the overall quality of teachers. To this end, schools can take a series of measures to introduce outstanding talents, improve the academic level of teachers and strengthen teacher training. First of all, schools can actively introduce excellent talents with rich experience and professional knowledge. By cooperating with other high-level universities or institutions and inviting experts and scholars to work in schools as permanent or part-time teachers, they can provide students with a broader vision of knowledge and a platform for disciplinary exchanges. This way of introducing excellent talents can improve the overall quality of the teaching team, which in turn affects the performance of teachers. Secondly, schools can encourage and support teachers to improve their academic level. By encouraging teachers to participate in higher education studies such as postgraduate and doctoral programs, they can improve their academic level and professionalism. At the same time, schools can provide corresponding rewards and policy support to motivate teachers to continuously improve their education and teaching level. This can effectively improve the overall quality of teachers and have a positive impact on job performance. In addition, strengthening teacher training is also an important measure to optimize the structure of the teacher team. Schools can organize internal and external training courses, academic seminars and educational practice exchange activities to provide teachers with opportunities for continuous professional development. By continuously updating teachers' educational concepts, educational skills and educational teaching methods, teachers' teaching level and comprehensive quality can be improved, thus effectively enhancing their performance^[2].

3.2 Improve the incentive mechanism

In order to stimulate the enthusiasm of teachers, schools should improve the corresponding incentive mechanism. Schools can set up performance bonuses to evaluate teachers according to their teaching effectiveness, scientific research achievements and student evaluations, and give additional rewards to teachers with outstanding performance. In addition, schools can establish clear promotion channels for titles and provide teachers with opportunities and space for promotion so that they can obtain more career development opportunities and social status. In addition, schools can provide research grants to support teachers' participation in research projects and academic exchange activities to further motivate them and promote their professional development and academic growth. The improvement of these incentives will play a positive role in improving teachers' work motivation and help to enhance the overall educational quality and academic level of the school.

3.3 Improve teaching facilities and research conditions

In order to improve teachers' motivation, schools should increase investment to improve teaching facilities and research conditions, and provide teachers with a good working environment. Schools can invest in infrastructure construction to improve the facilities and hardware equipment, such as computers and software, in teaching buildings, laboratories and scientific research places in order to improve the effect and quality of teaching and scientific research. In addition, schools can increase

education funding through multiple channels of financing and provide more education resources to ensure that teachers can give full play to their education, teaching and research abilities. At the same time, schools can also strengthen their logistic services and provide quality accommodation, fitness and health care services to create an excellent living and learning environment for teachers. Such initiatives can not only improve teachers' happiness and satisfaction, but also promote the release of teachers' work motivation and creativity^[3].

3.4 Strengthen Campus Culture Construction

Strengthening campus culture construction and creating a favorable academic atmosphere is an important aspect of building a high-level academic institution. Schools should give teachers more academic freedom and space for thinking, encourage them to carry out independent scientific research and thinking, and promote cross-disciplinary and cooperative research in order to improve the quality and level of education. In addition, schools can establish academic forums and various communication platforms to provide teachers and students with broad communication and learning opportunities, cultivate students' critical thinking and academic abilities, and enhance the overall scientific research and education level of the school. By strengthening the campus culture construction, the school can create a strong academic atmosphere, so that teachers and students can grow gradually in academic research and discursive inquiry, thus promoting the overall strength of the school and better serving the society and people.

4. Conclusion

Teachers' work performance in private colleges and universities is affected by a variety of factors. Schools should start from optimizing the structure of the teaching team, improving the incentive mechanism, improving the conditions of teaching facilities and scientific research, and strengthening the construction of campus culture. This will help improve the performance of teachers and further enhance the quality of education in private colleges and universities.

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