

# Analysis of the Party School's Educational Management Thought under the People-Oriented Concept

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## Abstract

People-oriented is the essential core of the scientific outlook on development and the core content of the modern education concept. Establishing the people-oriented Party school education management concept is the requirement of the times for the Party school education management and reform. The people-oriented educational management concept of Party school is based on the full trust of people's potential ability and the pursuit of people's freedom and all-round development. The people-oriented connotation of Party school management is to carry out people-oriented management on teachers and students, create a loose and harmonious academic atmosphere for teaching and scientific research activities, and achieve education based on education and students as the main body. The purpose of running a school is based on talents and teachers. In the process of Party school management, it is an inevitable trend to implement humanized management based on the people-oriented concept, which helps to create a relaxed and pleasant academic atmosphere and gradually achieve the educational purpose of educating people. This paper mainly analyzes the people-oriented Party school education management thought and puts forward corresponding suggestions.

## Keywords

People oriented; Party school education; Management thought.

## 1. Introduction

The 19th National Congress of the Communist Party of China clearly put forward the requirement of deeply implementing the scientific outlook on development. We should take people-oriented as the core concept, uphold the principle of sustainable development, and promote the comprehensive and sustainable development of people. In this process, we should fully mobilize people's subjective initiative, effectively improve the students' creative ability and stimulate their enthusiasm for participation, so as to improve their theoretical research ability and understanding, truly realize the role of theory in practice, and then achieve sustainable progress.

The Party school is a school for training and educating party members and cadres. It has its own characteristics. It is to educate and arm the party's cadres at all levels with the party's theories, lines, principles and policies to improve their Marxism, especially the latest theoretical level of Marxism in China. It is the basic goal of the Party school to train and educate Party members and cadres to learn the knowledge of economy, management and law, improve their comprehensive quality and ability [1], strengthen their party spirit and improve their work style. As a base for training and bringing up high-quality cadres, it is inseparable from the process of contact with people, management and education. Party school education is a special activity, which is carried out through the two-way interaction between management personnel, students and teachers. In order to achieve the good situation of Party school management and

realize the benign interaction between the two, we must take the transformation of Party school management concept as the premise, put people first and respect personality[1].

China has entered the era of knowledge economy, and talents have become the most precious resources. The value of knowledge and talents has greatly appreciated, and has become the key to social development. As a special social organization aiming at cultivating high-quality cadres and talents, the Party school has different characteristics from other types of organizations, and needs to establish the people-oriented management idea in management.

## **2. Constructing the People-Oriented Party Spirit Education Management Concept**

People-oriented is the focus of Party school management, and people are the life body with emotion. Therefore, in the process of managing people, we should always adhere to people-oriented and put it into practice as the key content of improving the level of Party school education and management. The implementation of the Party school education management needs to change the traditional passive view of education, but change the passive to the active, and guide the educated to consciously accept all kinds of control instructions and important information issued in the process of Party school management. In short, in the process of management, we need to start from the perspective of people, first of all, we should fully understand people, and increase the research on the managed. Only on this premise can we gradually form a rigorous management mechanism, so as to achieve the initial management objectives. It is suggested to start with the following aspects, update the traditional party school education management ideas, gradually form new management concepts, and then lay a foundation for the growth and development of the managed[2].

### **2.1. Strengthening the Publicity of the People-Oriented Management Concept**

In the process of Party school education and management, adhering to people-oriented is the focus and core of scientific development. Only by taking people-oriented as the focus of work practice can the importance of students be highlighted, so that students can do a good job in self positioning, define their own responsibilities, and then be willing to cooperate with the guidance and teaching of Party school education managers. In this process, the education management personnel of the Party school should also focus on building a work system integrating the five education standards of environment, teaching, service, scientific research and management, strictly refer to the requirements of political and ideological management, and assist in the effective allocation of educational resources within the Party school by means of life management, learning management and other means, Gradually create a good learning environment and a harmonious cultural atmosphere for the students. Under such a teaching environment, the students will also change from the traditional passive learning status to the active learning subject. This change in status will greatly enhance the students' learning enthusiasm and make them realize their responsibilities and responsibilities. Finally, the concept of student-oriented should be carried through from beginning to end, and the students should be fully respected. No more praise should be given to them in course selection or daily life. In particular, the recognition of personal creativity should be highlighted, and the students should be encouraged to create and improve their creativity.

### **2.2. Embodying the People-Oriented Education Concept in the Process of Running A School**

If people want to truly implement the people-oriented education idea in the education management of the Party school, we must adhere to the principle of advancing with the times in the education management, truly reflect the main position of students and give play to the auxiliary role of teachers. Teachers play the role of teaching guidance in the whole teaching

process. Their teaching purpose is to achieve the educational goals set by the school, promote the progress of education through this way, and inject the main force into the development of society. Not only that, teachers should also constantly improve themselves in the process of self-development, enhance their comprehensive quality, meet the people-oriented education needs, and meet the growth needs of students[3].

In addition, the person in charge of the Party school should also set up an education team with high comprehensive quality, and set stricter requirements on Teachers' practical work, academic qualifications and professional titles, so as to create a rigorous academic atmosphere and provide good conditions for the growth and development of students. Only in this way can we lay a foundation for students' learning and growth, and also provide guarantee for the penetration of the people-oriented education concept. In the process of Party school education management, we should not only create a relaxed, active and rigorous academic atmosphere, but also require experienced old teachers to actively communicate with new teachers, give them more care and care, and transfer work experience, so as to give play to the role of teaching and guidance, and provide guidance for the implementation of the people-oriented education idea. In this process, experienced teachers should realize the importance and necessity of assuming responsibilities, and at the same time, they should highlight the advantages of young teachers in practical work, help them to formulate development goals, encourage the development of young teachers, and then inject continuous power into the implementation of Party school education.

### **3. Clarify the Connotation of "People-Oriented" under the Educational Management Concept of Party School**

In the process of the development of the Party school, the people-oriented concept is the key factor. It is necessary to first clarify the connotation of the people-oriented education concept. This requires the person in charge of the Party school to focus on organizing various training and education activities, guide the cadres and key teachers of the Party school to participate in them, strengthen the research and publicity of the latest theoretical achievements of the Sinicization of Marxism, improve the legal, economic and management knowledge level of these teaching and research personnel in the process of conveying knowledge, enhance their comprehensive quality, improve their work style, and gradually cultivate a cadre team with high comprehensive quality.

The educational activities of the Party School reflect certain particularity, requiring the management personnel and the students to strengthen interaction, build a harmonious relationship in the process of interaction, and then provide benign guidance for the development of the management of the Party school. The realization of this goal should be based on the management concept of the Party School, put the people-oriented education concept into practice, improve the respect for the students' personality, and give full understanding.

Especially in the teaching and management activities of the Party school, it is necessary to focus on infiltrating the connotation of people-oriented management, reflecting the characteristics of people-oriented management, highlighting the social attribute of people in people-oriented management, further giving play to the role of interpersonal relations, making students aware of the impact of good interpersonal relations on their future development, and making it clear that harmonious emotions have a certain role in promoting their own growth.

Especially in this era of knowledge economy, talents are precious resources, which can promote social development and progress. As a social organization that trains high-quality cadres, the Party school has certain particularity. It should make clear its self orientation, put the people-oriented management idea into practice all the time, and then make clear the connotation of

people-oriented so as to greatly improve the efficiency of Party school education and management. It is worth mentioning that the connotation of "people-oriented" is mainly reflected in the following aspects: Party school education and management personnel are required to reflect the subject status of students in practical work, and emphasis is placed on improving the participation enthusiasm of students. Only in this way can the school running characteristics of "people-oriented" be highlighted and the foundation for future development be laid. In addition, it is also necessary to establish a correct concept of development, requiring education and management personnel to give students full respect, respect creativity, respect labor, respect talent and respect knowledge. In short, teaching and research workers should focus on the concept of people-oriented, and require teaching and research staff at different positions to give play to their own advantages, truly perform their own duties, and then create a harmonious and stable environment for the development of the Party school, At the same time, it also provides a guarantee for the construction of a good relationship between teachers and students[4].

#### **4. Clarifying the Three Relationships**

The three relationships mainly refer to the relationship between teachers and students, the relationship between decision makers and teachers and students, and the relationship between teachers and students and the rational allocation of teaching resources. As mentioned above, the teaching staff in the Party school are required to give sufficient respect to the students, close the relationship with the students, and establish a good teacher-student relationship. The teaching staff always adhere to the people-oriented principle in their practical work, and play their guiding role to provide guidance for the development and growth of the students. The coordination of the relationship between the decision-makers and the teachers and students is mainly reflected in the management of the Party school. The management personnel are required to be bound by the system in the process of using power, to clarify their own responsibilities on the basis of supervising the students, to supervise the students, and to do a good job in self positioning, so as to realize personal values. The relationship between teachers and students and the rational allocation of teaching resources is reflected in the selection of professional courses and the expansion of the scale of students. We should focus on the concept of people-oriented, effectively allocate education resources, and formulate targeted teaching plans, so that practical teaching and classroom teaching can be organically integrated, so as to achieve more educational management effects.

##### **4.1. Teacher-Student Relationship**

The relationship between teachers and students is the psychological relationship and distance between teachers and students, which reflects the psychological state of teachers and students seeking to meet their needs. Therefore, the change and development of the teacher-student relationship determines the psychological state of the needs of both parties, that is, the degree of satisfaction of the needs of both parties. Good teacher-student relationship is the guarantee for normal teaching activities and improving teaching efficiency. However, there are also various disharmonious factors in the relationship between teachers and students in the process of education. In the teaching process, students have no room to choose the teaching content, and teachers and students can only accept it passively, which brings hidden dangers to the harmonious relationship between teachers and students. Reflecting on the current teaching process, teachers are the controllers of the communication process between teachers and students and the masters of the whole teaching process. It is difficult to carry out teaching activities efficiently and smoothly, and it is difficult to cultivate and develop the students' subjective consciousness and initiative spirit. According to the particularity of the teaching objects of the Party school, we should establish an equal friendship relationship between

teachers and students, so that students can experience equality, freedom, democracy, respect, trust, sympathy, understanding and tolerance, form an independent and self-conscious consciousness, explore the desire for knowledge, develop innovative passion and a positive and enterprising attitude towards life. This requires close cooperation between teachers and students, and between students and students.

#### **4.2. Relationship among Decision Makers, Teachers and Students**

In the management of the Party school, the use of power is rarely supervised by the system and procedures. The users of power are not accustomed to being supervised by others, nor do they understand what responsibilities they should bear. In some party schools, the reality is that some school management departments consciously make school affairs public, while more managers only report to the upper level, not to the lower level. In the cadre and personnel system, there have been erroneous tendencies such as "one word hall" and "patriarchal system" that run counter to the party's principle of democratic centralism. The promotion and appointment of individuals have not been subject to strict political review and mass appraisal, so teachers have great opinions and the relationship between cadres and the masses is tense. Some policy makers are keen on image engineering and neglect the care for teachers. The result will certainly affect the implementation of the overall goals of the school. According to a survey conducted by William James, a professor of Harvard University in the United States, it is found that employees who are paid on time generally only need to exert 20% - 30% of their abilities to ensure that they will not be dismissed. If the employees are fully motivated, their ability can be brought into play to 80% ~ 90%, of which 50% ~ 60% is due to the role of motivation. Therefore, our decision-makers must create a first-class environment for the teaching and administrative staff, retain them with emotion, career and material treatment, so that the talents with outstanding contributions can enjoy substantial benefits in economy, honor in politics and status in society. In today's information age, the Party school management decision-makers should not blindly use advanced information means to replace face-to-face communication with teachers and students and to understand the situation of teachers and students[5].

#### **4.3. Relationship among Rational Allocation of Teaching Resources, Teachers and Students**

Expanding the choice of students in terms of majors and courses is a concrete embodiment of people-oriented. The educational reform of Party schools should be people-oriented, pay attention to results, oppose metaphysics, reasonably allocate educational resources, comprehensively formulate teaching plans, and organically integrate classroom teaching and practical teaching. The most important task for the students to enter the Party school is to systematically learn and master the latest theory of Sinicization of Marxism and its related theoretical knowledge. The way for the students to acquire these knowledge is mainly through classroom teaching and self-study. In order to promote students' mastery and in-depth understanding of theoretical knowledge, scientific teaching plans are formulated so that students have sufficient class hours to study various courses. In a word, the people-oriented educational management concept is based on the full trust in people's potential ability and the pursuit of people's freedom and all-round development. It is a scientific development concept and methodology. The humanistic concept in the management of Party schools is not only concerned with isolated natural individuals, but also people with "social relations". Cultivating high-quality leading cadres required by the society is the center of the educational activities of Party schools. On this basis, the purpose of the Party school education management is to create a loose and harmonious academic atmosphere for the Party school, improve the management level, and achieve the continuous improvement and development of the Party school education.

## 5. Grasping the "Two Main Bodies"

To apply the concept of "people-oriented" to the education management of the Party school is to adhere to advancing with the times and establish the main position of teachers in the education management of the Party school. The teacher based management concept believes that teachers are the main laborers to complete the teaching work of the school and the main force to achieve the management objectives and promote the innovation and development of the education. In addition, it also includes continuous training for teachers based on the development of teachers. The development of teachers is closely related to the development of students, especially the students of the Party school are all leading cadres at all levels from different levels and levels. The development of teachers is the prerequisite for their comprehensive development. The people-oriented teacher management is to make teachers develop in terms of academic qualifications, professional titles, work and learning. This requires that Party school teachers should make use of the unique academic atmosphere and superior conditions of the Party school to constantly strengthen learning and improve their self-cultivation and comprehensive ability. We should improve in learning, innovate in perfection and develop in innovation. The training of teachers is the core issue of the development of Party schools[6].

In order to help teachers constantly seek their own realization, we should take various and effective training and training measures according to the specific situation of the Party school, such as sending them out for training and taking temporary posts in other places. We should pay special attention to the training of young teachers and backbone teachers. Another important purpose of Party school education management is to provide a relaxed and harmonious academic atmosphere for learning, teaching and scientific research. For the experienced old teachers who have made great achievements in teaching, educating people and scientific research innovation, the school management should, on the basis of fully respecting the personality of the old teachers and giving them more care and care, create an educational fertile land that is conducive to the old teachers' summing up experience and doing a good job in teaching, helping and guiding young and middle-aged teachers, so that they can consciously play an advisory and guiding role; For middle-aged teachers in their prime of life, we should encourage them to shoulder the heavy burden of academic and scientific research, provide them with funds and venues, fully affirm their achievements, and make them highlight their core role in Party school teachers; In the face of young teachers, schools should provide them with channels for rapid growth and development, formulate training plans and goals, and promote the development of young teachers through economic incentives and goal incentives.

## 6. Conclusion

To sum up, this paper mainly analyzes the related problems such as the infiltration of people-oriented education ideas in the process of Party school education and management, and puts forward corresponding suggestions. It is hoped that the analysis in this paper can provide reference and reference for the relevant party school education and management personnel, truly implement the people-oriented education concept, and effectively improve the Party school education and management level.

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