

Streamlining Government and Delegating Authorities and the Optimization Countermeasures of Administrative Management in Colleges and Universities

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Abstract

At present, streamlining government and delegating authorities have developed into the main organization for the innovation and transformation of Chinese government functions. In recent years, the effectiveness of streamlining government and delegating authorities has also made great progress in China. On the basis of streamlining government and delegating authorities, this paper explores how to optimize the administration of colleges and universities. According to the current situation of university administration, this paper probes into the existing problems, and at the same time puts forward targeted solutions to these problems. The purpose is to improve the quality of university administration under the background of streamlining government and delegating authorities, so as to ensure the sustainable development of universities.

Keywords

Streamlining Government and Delegating Authorities; University Administration; Optimization Strategy.

1. Introduction

At present, most colleges and universities still have some problems, such as not forming a good coordination relationship with the government, not having the autonomy to run schools, and the incompatibility between educational activities and social and economic development. Therefore, when colleges and universities are innovating, they should actively combine the management system of streamlining government and delegating authorities, and formulate relevant administrative management systems along this direction, to improve the construction quality of colleges and universities. In contrast, the education departments of major provinces in China have also put forward a series of guidance documents for the education management model of colleges and Universities under the streaming government and delegating authorities, which has greatly improved the enthusiasm and consciousness of running colleges and universities. In this regard, under the background of the new era, colleges and universities must adhere to the principle of streaming government and delegating authorities to optimize the current administrative management mode, to effectively improve their own management efficiency and teaching level.

2. Analysis of University Administration

Generally speaking, the administrative work of colleges and universities mainly refers to the establishment of relevant systems in order to achieve a certain task, combine with a certain structure, use the most effective way to fully demonstrate the management role, and lead teachers and students to make full use of various resources, so as to achieve the task and achieve the expected goal of school activities organization. At present, the administrative management system is still implemented in the internal management of major universities. The administrative management system contains obvious bureaucratic characteristics, which is

mainly reflected in the connection between the president and the president and the superior departments. The administrative power takes the form of a pyramid, which also constitutes the right system of the pyramid. General colleges and universities in China mainly have a three-tier management model, including campus departments and so on.

For schools, it is the key to the combination of education, research and administration. Among them, the basic conditions for launching scientific research and teaching are based on the formation of management, so administrative management is very important for colleges and universities. The administrative management of colleges and universities is mainly manifested in the following aspects: First, the relationship between academics and administration. Second, the connection between personnel structure and management innovation is, in short, the connection between perfecting personnel system and administrative innovation. Thirdly, the relationship between functions and departments refers to the relationship between functions and layout in administrative departments of colleges and universities.

3. The Importance of Optimizing University Administration

3.1. Reform the National Higher Education System

With the development of society, the educational system of major universities in China is undergoing continuous reform, which has brought about great changes in the scale, quality, system and system of running a university. A good development model of higher education is conducive to promoting the progress of social harmony, and at the same time plays a certain role in cultivating harmonious social subjects. In fact, the harmonious development of higher education can not only support the development of a good social environment, but also help to cultivate more social talents [2].

3.2. Meet the Development Needs of Socialist Market Economy

Only with the sustainable development and progress of human society can the public realize that the perfection of knowledge system is the prerequisite for the implementation of management system. Colleges and universities are the bases of various R&D and scientific research, and the source of realizing an innovative society. They not only have a certain intensity of knowledge accumulation, but also derive more brand-new management methods. On the optimization of human resources and educational resources, the administration of colleges and universities provides invisible or tangible resources for both, which can be extended to the actual social management process in actual management, thus bringing positive promotion to social development.

3.3. Ease the Conflict in the Process of School Development

With the development of society, colleges and universities are constantly expanding their scale, adjusting their management systems and realizing in-depth reform, which leads to many conflicts in their own development. For example, when a university expands its school scale, it finds that its own school conditions do not match it; Innovative internal management system and distribution system. These conflicts are the key reasons for the imbalance of the development of colleges and universities. In order to solve the above problems, it is necessary to ensure the gradual stability of the administrative management of colleges and universities.

3.4. Overview of Streamlining Government and Delegating Authorities

Briefly explain that "streamlining government and delegating authorities" is a relatively streamlined institution, which devolves the governance authority downward. Streaming government and delegating authorities mainly originates from some theories such as social governance, service administration and administration according to law. In a broad sense, streamlining government and delegating authorities is the fundamental trend of China's well-

off society construction and modernization. However, in a narrow sense, streamlining government and delegating authorities need to adopt relevant measures reasonably, to strengthen and innovate social management, complete social and economic transformation, and further improve the quality of economic construction. However, based on the perspective of university administration, it is necessary to re-divide the powers and responsibilities of administrative work, to optimize the administrative system.

4. Current Situation of University Administration under Streamlining Government and Delegating Authorities

4.1. Academic Power is Administrative

Generally, the administrative departments of colleges and universities are responsible for the management of the internal resources of colleges and universities, and the internal powers are generally concentrated in the administrative management, while the academic rights are usually restricted to a certain extent. In addition, many administrative staff have gradually participated in more tasks related to scientific research, professional title evaluation and teaching, and have strong enthusiasm. That is why academic organizations do not have effective administrative autonomy, resulting in the gradual administration of academic power, which will have a negative impact on the development of colleges and universities.

4.2. Poor Organization and Operation Quality

Based on the perspective of streamlining government and delegating authorities, the secondary management system of universities gradually matured, and many routine things were gradually divided into grass-roots departments, which undoubtedly increased the work pressure of teaching staff. At the present stage, with the increase of school students, the application of various materials and the examination and evaluation work will gradually become complicated, thus increasing the difficulty of school management. Because colleges, departments and management usually focus on school teaching, however, due to the lack of relevant management personnel, many things cannot be handled and optimized in time, which ultimately affects the operation quality of the organization [3].

4.3. The Personnel Management System is not Perfect

At present, there are some problems related to the personnel management system in universities, especially in the management contents such as the professional title evaluation system and the employment system. In the past, in the process of personnel management in colleges and universities, the management system of enterprises or institutions was usually used. Even though the personnel management process was strictly applied to the aspects of talent introduction, selection and dismissal, there was still a lack of effective talent withdrawal system. There are also some teaching staff who hold the iron rice bowl mentality and lack certain autonomy and creativity in their work. In addition, colleges and universities lack the understanding of the internal management system and fail to combine the actual development of the school, which leads to the inability to really play the role of human resource management. To a certain extent, the imperfect personnel management system will inevitably bring about the connection between higher education and society, which will lead to the university losing its vitality.

4.4. Bureaucratic System has Obvious Defects

At present, China's major universities, especially public universities, usually use the bureaucracy management mode, which generally includes two management aspects of departments and three management levels of campus departments. By controlling the hierarchical structure, the hierarchical control and interlocking are implemented, but this

bureaucratic system has formed some obvious defects. First, compartmentalization has led to the phenomenon of going its own way and shirking responsibility. Bureaucratic division of labor is relatively clear, but in practical work, some related work cannot be made clear. In this case, there will be a large number of prevarications, most of which are caused by defending the interests of individuals or departments, resulting in disputes. For example, air-conditioning for students in schools is generally managed by the equipment department, but the actual application of air-conditioning is within the jurisdiction of the logistics department. At this time, it will appear that the two departments shirk their responsibilities because of the clear division of labor. Second, it is prone to bureaucracy, which weakens the innovative spirit of the staff. Because in the bureaucratic system, the relevant workers can't participate in some decisions, they only must accept and implement relevant orders, and the completion of various tasks must be reported to their superiors. As time goes by, the related staff will be dragged on.

5. Optimization Model of University Administration under Streamlining Government and Delegating Authorities

5.1. Reasonably Handle the Relationship among the Party, Government and School

First of all, the school must fulfill the principal responsibility system under the leadership of the Party Committee, divide the main responsibilities of the university principals and the Party Committee, clarify their work contents, and standardize the relationship between powers and responsibilities by using the power list mode, so as to make the relationship between powers and responsibilities more legal and concrete.

Secondly, scientifically handle the relationship between administrative power and academic power. On the basis of strengthening the administrative management of colleges and universities, we should also separate academic affairs from administrative affairs, highlight the school running principles and characteristics of colleges and universities with academic as the core, and highlight the leading role of academic personnel in Colleges and universities.

Finally, improve the Charter governance system of colleges and universities. Colleges and universities should formulate their own statutes in accordance with relevant laws, and give them a clear legal status. They should also regularly check the implementation of the statutes, to lead the governance system of colleges and universities based on the statutes.

5.2. Optimize the Internal Management Organization Structure

1.Streamline the organization. Colleges and universities should carry out the reform of organization in an all-round way, to improve the actual operation efficiency of the organization. On this basis, colleges and universities should also simplify and unify the setting of administrative institutions, integrate businesses with similar or similar management functions, and promote the functions of logistics or relevant organs and units of colleges and universities to be more scientific and reasonable by reasonably adjusting the structure and setting up institutions.

2.Scientifically handle the relationship between departments and schools. Colleges and universities must master the plans and strategies put forward by schools from the general direction. Colleges must undertake teaching duties and related scientific research contents. Departments should focus on academic management and comprehensively implement teaching and scientific research objectives [4]. In addition, we should constantly optimize the work flow of department level teaching units, and adopt supporting institutional settings to properly deal with the contradiction between flat and vertical institutions.

5.3. Innovating Personnel Management System

In the work of personnel management in colleges and universities, it is necessary to fully implement autonomy, and at the same time, it is necessary to scientifically and effectively manage human resources in combination with its own strategic positioning and actual development. Specifically, when colleges and universities rationally adjust their internal organizational positions, they must combine their own actual development and set up targeted institutions to fully assess and evaluate the candidates, to further improve and optimize the relevant policies and systems. In this way, we can reasonably adjust the flow mechanism of personnel and talents, and ensure that it has high flexibility and dynamics. Make a comprehensive analysis of the organization staffing management and the allocation of human resources in Colleges and universities, improve the post appointment system of teaching staff and the system of classified management of teachers, further strengthen the professional orientation, and explore the fundamental development modes and ways of different types of personnel in an all-round way.

5.4. Introduce Flat Management Form

At present, most enterprises in China present a flat form when distributing their organizational systems and rights, and the rights and responsibilities are unified. Managers, basic workers and production line managers, etc., all have the right to make decisions on the work they are responsible for, but only if they have to bear the responsibilities. When making decisions at various departments and levels, it is necessary to introduce basic employees and work managers related to decision-making, to mobilize the enthusiasm of employees and let them exert their subjective initiative. This is also one of the main deficiencies in the scientific implementation of administrative management in Chinese universities. In fact, a school should be an integral and indivisible independent department, and it should not be divided into different independent departments. In order to realize unified management and coordinated management system, it is necessary to combine the real-time network management structure, to reduce the phenomenon of prevarication when problems occur and the phenomenon of information distortion caused by tight hierarchy, thereby ensuring the circulation of information and optimizing the quality and efficiency of efficient administration under streamlined government and delegating authorities.

6. Conclusion

To sum up, after the implementation of the policy of streamlining government and delegating authorities. Colleges and universities must rationally handle the relationship among the Party, the administration and themselves, and optimize it in combination with the actual situation of the administrative departments of schools, to improve the quality of administrative management in an all-round way and realize a high-level administrative management model, thus better meeting the needs of social development.

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