

Construction of incentive mechanism for teaching teachers in universities under the background of "double first-class"

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Abstract: Double first-class establish is not only an objective need for economic and social development under the new normal, but also an inevitable choice for the connotative development of tertiary education and strengthening of its own establish. Universities at all levels and various types earnestly implement the national "Double First-Class" establish master plan, advocate adhering to the core of Chinese characteristics and world-class establish, taking morality and cultivating people as the foundation, supporting innovation-driven development strategies and serving economic and social development as the orientation, and actively cultivate High-quality skilled compound talents are in order to serve the economic reform and development. While the "double first-class" establish strategy brings great opportunities to the development of college teachers, the problems existing in the establish of college teachers are becoming increasingly prominent. In the "double first-class" establish, the establish of secondary school teachers plays a key role. School teachers are the core competitiveness of human resources in Universities, and the incentive of college teachers is the guarantee for the sustainable development of universities. At present, there are still problems in the incentive mechanism of college teachers, and the incentive mechanism itself and incentive methods need to be further improved. By optimizing the academic environment and establishing a reasonable employment mechanism, we will strengthen the establish of the teaching staff and accelerate the integration of the "double first-class" establish strategy.

1. Introduction

Universities are the cradle of cultivating high-quality talents. In recent years, the number of universities in China has been increasing. Among them, "double first-class" establish includes the establish of first-class universities, and the premise of first-class universities is first-class teachers. A world-class university should meet the following three criteria: first, it must have internationally renowned professors engaged in first-class research; secondly, it must have a large number of achievements that affect human civilization and social and economic development; finally, it must cultivate a large number of achievements that have contributed to human civilization. Outstanding students with great contributions [1]. "Double first-class" establish is a long-term strategy, that is, the development idea of a country and a nation in a certain period of time. As a long-term strategy for China's development, the establish of "double first class" will inevitably encounter one or another problems in the implementation process. In order to reduce obstacles, avoid difficulties and smoothly promote the implementation, it is necessary to tap the development potential of universities as much as possible and improve the teaching quality and scientific research level. One of its paths is to build a high-level teaching team [2].

The continuous development of education has higher and higher requirements for college teachers, especially in the context of the "double first-class" establish strategy, the development requirements of college teachers are increasingly urgent [3]. In order to mobilize the work enthusiasm of "double first-class" teachers, it is very necessary for higher vocational colleges to establish a series of systems suitable for the characteristics of "double first-class" teachers based on

the principle of incentives. At the end of the 20th century, humanistic management thought was widely rooted in the hearts of the people and applied to various organizations and institutions of the society. For universities, to implement humanistic management for teachers and improve teachers' loyalty to the school is to respect teachers, care about teachers, improve teachers' job satisfaction and living standards, and establish and improve the incentive mechanism of teachers [4]. With the transformation and transformation of society, my country's tertiary education is also in the process of transforming from extensional development to connotative development. Higher education emphasizes people-oriented, aims to cultivate high-quality skilled compound talents urgently needed by the society, and attaches great importance to the role of universities in serving the society. functions, and the focus is on the quality of personnel training [5]. Therefore, in the establish of "Double First-Class", the teaching staff of universities bear a great responsibility.

2. The establish of incentive institutions for teaching staff

2.1. The relationship between the establish of "Double First-class" and the teaching staff

First of all, the establish of "double first-class" includes the establish of first-class universities, and the premise of first-class universities is first-class teachers. Through the comparison of examples (Figure. 1), it is not difficult to find that the teacher team has a direct impact of more than 80% in the ranking index system of each university, and is an important part of building a world-class university. The establish of "double first-class" must be based on excellent teachers in order to have a solid foundation. Firstly, the structure of teachers refers to the composition of teachers in terms of Ideological and political level, teaching level, expertise, education, experience, age and so on [6]. To a certain extent, it reflects the quality of teachers and the tasks they are suitable for. Secondly, with the transformation and upgrading of the economic form, the society is in urgent need of high-quality skilled compound talents. The talents cultivated by traditional teaching are quite different from the needs of the society. Therefore, the teaching staff of universities must make corresponding changes to meet the requirements of the times. Thirdly, teachers' training, assessment, reward and punishment mechanisms need to be improved. In a word, the main body of "double-first-class" establish is the establish of teaching staff, which is an important guarantee for "double-first-class" establish.

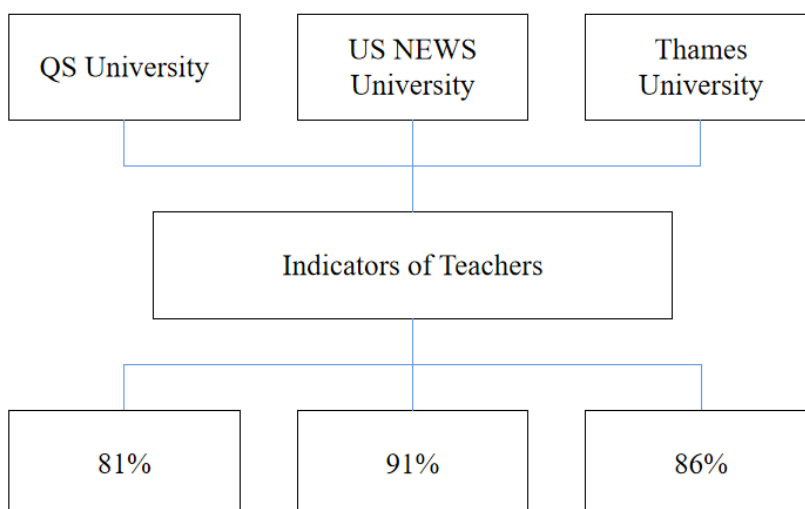


Figure. 1 Evaluation indicators

2.2. Institutional establish

The incentive mechanism is an important part of the market mechanism. Under the action of the incentive mechanism, teachers have the motivation to develop. In order to enhance their competitiveness, they must continuously improve the quality of education and academic level, so as

to contribute to the development of higher vocational education. Provide a high level and stable teaching staff [7]. First, formulate a reasonable management system for young teachers. The school shall formulate a reasonable training plan for young teachers, make up for their lack of practical experience, encourage them to actively participate in the training practice arranged by the state or the school, track and assess the training, actively solve the difficulties and problems in the training, reasonably arrange the teaching tasks of teachers participating in the training, and strictly assess the training results, And the behavior of teachers in training is reasonably included in Teachers' assessment and evaluation, so as to stimulate teachers' subjective initiative and improve their awareness of lifelong learning. Second, "innovation is the first driving force for development", which is as big as a country and as small as a school, and this is what some universities lack. Therefore, in order to build a world-class university in China, we should focus on building and cultivating the innovative consciousness of teachers. First of all, the state should plan the content, assessment methods and reward mechanism of innovative education courses. Secondly, universities should set up innovative education organizations with the support of the state and society, regularly train teachers, strengthen teachers' innovative consciousness, and cultivate teachers' "double-qualified" professional quality.

3. Risks and challenges of existing mechanisms

3.1. Currently existing problems

With the establishment and improvement of my country's socialist market economic system, the existing incentive mechanism of my country's higher vocational colleges has increasingly revealed problems in the establish of "dual-energy" teachers. First, the operability of the incentive mechanism needs to be scientific. To improve people's work enthusiasm and work efficiency, a complete, scientific and reasonable incentive mechanism must be established. The scientific incentive mechanism keeps people full of enthusiasm and motivation at work, and pushes people to keep moving toward themselves and their existing organizational goals [8]. Second, the incentive mode is single. Society is constantly changing and developing, so the corresponding incentive mechanism should also change with the change of society, otherwise, incentive will lose its due role. Third, the competition mechanism is not perfect and the distribution mechanism is unreasonable. The current system attaches importance to personal qualification and length of service. Professional titles and posts have become the main basis for personal income distribution, ignoring the reasonable embodiment of the evaluation of the quality of teaching and scientific research. The egalitarianism of this distribution system is serious, which has lost its due incentive function and inhibited people's enthusiasm to improve teaching quality and scientific research level. As the cradle of nurturing talents, the teaching staff is the "blood" of universities, which is bound to become the "joint point" in the process of "double-first-class" establish. Therefore, it is necessary to continuously expand the teaching staff, enhance the innovative ability, and constantly optimize the academic environment to provide strong support for teachers' work and growth [9].

3.2. Suggestions

One is to create a good environment. The academic environment includes not only a beautiful campus and other natural environments, but also a good social environment and a competitive environment. It is necessary to vigorously publicize the importance of higher vocational education to my country's socialist modernization drive, publicize the key role played by teachers' teams in higher vocational education, improve their social and economic status, and make them truly respected by the whole society. It is necessary to optimize the competitive environment and adhere to the combination of "teaching-based" and "research-based school development". It is necessary to vigorously support scientific research and academics, but also encourage teaching activities, and improve the collaborative evaluation system of peer evaluation, student evaluation, leadership evaluation and self-evaluation [10]. Second, establish a reasonable employment mechanism. Attracting excellent talents and absorbing the world's elite is a strategic demand for moving towards

the goal of "double first-class" establish, and the introduction of talents should match the discipline establish, teaching objectives and scientific research direction of universities. The third is to formulate a scientific and reasonable performance appraisal system. In the aspect of assessment and evaluation, we should attach importance to and increase the indicators of teachers' teaching performance in assessment, and adhere to the combination of classified guidance and hierarchical assessment and evaluation. In the aspect of incentive mechanism, college teachers are faced with the dual pressures of teaching and scientific research, and schools should give teachers more incentives such as job promotion and participation in teaching management, so that teachers are full of confidence in their careers. Improve the hierarchical and classified school reward system, reward and punish teachers in different jobs and career stages in universities reasonably, and effectively play the role of this policy in encouraging and restraining teachers.

4. Conclusions

Accelerating the development of college teachers is not only an urgent need to actively respond to the "double first-class" establish strategy, but also an inevitable requirement for universities to seize the opportunity to break through and develop. Today, my country's economic development has entered a new normal, and the society needs high-quality and skilled compound talents. The establish of teaching staff in universities must make corresponding changes to meet the needs of development. In the establish of "double first-class", a team with innovative consciousness is needed to lead the development of first-class disciplines, cultivate top-notch innovative talents and establish a first-class university. Incentive mechanism plays a "catalyst" role in improving people's enthusiasm and giving full play to human resources ability. We will improve the school's hierarchical and classified reward system, reasonably reward and punish teachers in different jobs and career stages in Universities, and increase the reward for leaders of advantageous disciplines. And expand the scope of rewards, give teachers both spiritual and material rewards, and effectively play the role of this policy in encouraging and restraining teachers. Universities should seize the great strategic opportunity of "double-class" establish, actively accelerate the establish and development of teaching staff, and move towards the goal of "building a world-class university and a first-class discipline". In today's 21st century, all universities and their administrators should constantly reform and innovate, establish a reasonable talent incentive mechanism, and contribute their own strength to school development and talent training.

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