

Research on the Optimization of Teaching Strategies for Management Psychology Based on the "Four-integration" Model

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Abstract: In the current rapidly developing era, management psychology plays an important role in organizational management and personal development. So, in order to cultivate professional talents who can adapt to the development needs of the times, we need to accelerate the exploration of management psychology teaching strategies based on the "four-integration" model. By closely integrating ideological and political education, science and education, innovation and education, and industry and education, we can innovate talent training paths and improve teaching quality. Based on this, this article will mainly explore the teaching strategies of management psychology based on the "four-integration" model, aiming to cultivate high-quality management psychology talents with innovative thinking, practical ability, and social responsibility.

Keywords: "four-integration", management psychology, teaching strategy

Introduction

With the deepening development of education reform and the continuous changes in the talent market, traditional education models are no longer able to meet the demand for high-quality talents in modern society. In this context, the "four-integration" education model has emerged, aiming to comprehensively improve students' comprehensive quality and innovation ability. As an interdisciplinary field of management and psychology, the optimization of teaching strategies in management psychology is also of great significance for cultivating management talents with innovative thinking and practical abilities. Therefore, in order to maximize the role of the "four-integration" in teacher training management psychology teaching, teachers need to fully understand the connotation of the "four-integration" model, continuously optimize teaching strategies, improve teaching content and methods based on teaching experience, and strive to lay a solid foundation for students' future development.

1. The connotation and characteristics of the "four-integration" teaching mode

The "four-integratio" model mainly integrates four teaching modes: ideological and political integration, scientific and educational integration, creative and educational integration, and industry education integration. Among them, the integration of ideology and politics mainly emphasizes the close combination of theory and practice. For students majoring in teacher education, the theoretical knowledge of management psychology should not only be used to understand problems in educational management, but also be independently transformed into practical educational and teaching abilities through case teaching and scenario simulation. For example, when analyzing relevant cases of student interaction, management psychology theory should be applied to understand students' behavioral motivations and psychological needs,

in order to enhance their ability to solve practical problems, develop critical thinking, and effectively reflect on and improve traditional teaching methods.^[1] The integration of science and education emphasizes interdisciplinary and knowledge fusion, as teacher management psychology mainly involves multiple disciplines such as education, psychology, and management. Therefore, it is necessary to use scientific research projects and academic lectures to enable students to understand the application of different disciplines in educational management, help them broaden their knowledge horizons, and promote their ability to combine teaching methods in education and theoretical knowledge in psychology to conduct in-depth research on how to improve students' learning enthusiasm and participation.^[2] This can not only improve one's own research ability, but also provide knowledge reserves for future teaching innovation and management. In contrast, the integration of innovation and education places greater emphasis on cultivating students' innovative thinking and spirit, encouraging them to independently improve their teaching methods. Through activities such as practical training and entrepreneurship competitions, students are encouraged to think about educational innovation, innovate existing educational models, and design new educational projects or products. This can bring new vitality to the education field and promote the continuous development of education. In addition, the integration of industry and education aims to promote deep cooperation between schools and enterprises. Specifically, schools invite educational institutions, enterprises, etc. to cooperate, and through internships, practical training, and school enterprise cooperation projects, students can personally experience the real educational and teaching environment. This helps them better understand the needs of the education market and improve their employment competitiveness.

2. Analysis of the role of the "four-integration" model in the teaching of management psychology

Management psychology, as a discipline that studies the psychological phenomena and laws of people in organizational management activities, mastering its knowledge and connotations is of great significance for improving organizational efficiency. Practice has shown that combining it with the "four-integration" model can provide new directions for education and teaching, as it helps to

2.1 Enhancing students' professional abilities

In teaching practice, it has been found that theoretical knowledge in management psychology, such as motivation theory, leadership theory, etc., if disconnected from specific educational contexts, can make it difficult for students to truly comprehend their essence. By introducing the "four-integration" education model and integrating this knowledge into real-life situations,^[3] for example, by leading them to analyze the phenomenon of academic burnout among school teachers, students can use stress coping theory to understand the sources of stress faced by teachers and explore effective coping strategies. Only in this way can students quickly apply the knowledge they have learned to practical situations, accurately judge problems, and propose reasonable solutions when engaging in educational work.

2.2 Expanding students' knowledge horizons

In order to cultivate talents with innovative spirit and ability, in the field of modern education, educators are always encouraged to break free from the constraints of disciplines, broaden students' knowledge horizons through interdisciplinary and knowledge integration,^[4] and enable them to view problems from different perspectives. For example, if schools provide research projects and academic lectures to enable teacher trainees to learn about the latest research achievements and development trends in the field of management psychology, and to be exposed to advanced educational concepts and methods, they will have a deeper understanding of the individual characteristics of students, which is the foundation of teaching according to their aptitude. So when analyzing and handling cases of class conflicts, it will focus on individual emotional reactions and cognitive biases, consider the values and norms of the group, so as to balance individual development and group harmony innovatively, continuously promote educational reform, and contribute to educational innovation.

2.3 Enhancing students' competitiveness in employment and promoting educational

development

An excellent educator not only needs to possess advanced educational concepts, but also needs to know how to apply scientific management strategies to achieve educational goals. In the teaching of management psychology, if teachers introduce the "four-integration" educational model,^[5] students can fully understand the current educational concepts and management strategies, clarify how to integrate the people-oriented educational concept into all aspects of class management and education, encourage them to use goal management strategies based on each student's cognitive development and psychological characteristics, innovate learning stage goals and achievement paths, continuously improve their educational and teaching abilities, and absorb and integrate educational concepts and management strategies at the same time, so that they can support the implementation of educational concepts with more scientific management strategies in future education and teaching, thereby continuously improving their employment competitiveness and promoting educational development.

3. Optimization path of teaching strategies for management psychology in the "four-integration" mode

3.1 Using situational teaching to achieve the integration of ideology and education

Because management psychology involves psychological phenomena and laws in educational management, in order to deepen students' understanding of knowledge, it is necessary for them to concretize abstract theories in realistic educational scenarios, enabling them to apply management psychology knowledge to think and solve problems in the context, deepen the deep integration of theory and practice, cultivate their critical thinking and problem-solving abilities, and lay a solid foundation for their future educational work.

For example, when explaining the impact of leadership style on students' learning motivation, teachers can present a video to students through multimedia. After watching the video, teachers need to guide students to apply knowledge of management psychology to analyze the scenarios in the video, so that they realize that authoritarian leadership style may lead to students lacking autonomy and creativity, while democratic leadership style can stimulate students' intrinsic motivation. Next, teachers can further ask students: "How to balance the authority of teachers and the participation of students in actual teaching. And encourage students to engage in discussions and propose various solutions,^[6] such as establishing good communication channels between teachers and students, selecting appropriate leadership styles based on different tasks, etc. This helps students combine abstract management psychology theories with specific educational scenarios, not only deepening their understanding of knowledge, but also cultivating their critical thinking and problem-solving abilities.

3.2 Combining scientific research topics to achieve the integration of science and education

Because the research of management psychology can deeply reveal the psychological phenomena and laws in educational management, introducing scientific research topics into teaching can enable normal students to be exposed to cutting-edge knowledge in the discipline and broaden their academic horizons. At the same time, if project-based teaching can be combined with research textbooks to encourage students to participate in the research process, it can cultivate the research thinking and methods of teacher trainees, enhance their ability to analyze and solve educational management problems, and effectively promote the mutual promotion of teaching and research.

For example, in order to enable students to gain a deeper understanding of the impact of teacher expectations on students' academic achievement, teachers need to use multimedia in the classroom to showcase the research background and significance of the topic, and introduce relevant cutting-edge theories and research methods to students. Afterwards, it is necessary to divide the students into different groups, with each group responsible for a sub topic, such as investigating the perception of teacher expectations among students of different grades, analyzing the relationship between teacher expectations and student learning motivation, guiding them to collect data through questionnaire surveys, interviews, and other methods, and using expectancy theory and motivation theory in management psychology for analysis. In this process, students not only need to be exposed to and understand cutting-edge knowledge in the discipline, helping them broaden

their academic horizons, but also develop research thinking and methods in practice, learn how to design research plans, collect and organize data, conduct data analysis, and interpret results. Meanwhile, by conducting in-depth research on psychological phenomena in educational management, students can also enhance their ability to analyze and solve educational management problems. This effectively promotes the mutual promotion of teaching and research, laying a solid foundation for the future development of students majoring in teacher education.

3.3 Constructing educational internship bases to achieve the integration of industry education and innovation education

As an educational internship base that can provide a real educational and teaching environment for normal students, it is impossible to achieve the integration of industry and education, promote the interaction between school education and the education industry, and enhance the practical ability and professional ethics of normal students. At the same time, it can also provide an innovative platform for teacher trainees to continuously innovate and practice educational and teaching methods, promoting the development of education.

For example, in practice, teacher training colleges can collaborate with local primary and secondary schools to establish educational internship bases. During the internship, not only do teacher trainees need to watch excellent teachers' instructional videos through multimedia devices, but they also need to learn advanced teaching methods and management skills. At the same time, it is necessary to provide them with opportunities to delve into the classroom and experience the real teaching environment firsthand. In this process, teachers need to guide students to apply knowledge of management psychology, observe students' behavior and psychological state, and creatively solve problems. For example, if they find that some students lack enthusiasm in the classroom in practice, they need to use motivation theory to design small games that can arouse students' interest and stimulate their learning motivation. In this way, through the practice of internship bases, teacher trainees can continuously improve their practical abilities and professional qualities, thereby injecting strong vitality into the development of education.

4. Conclusion

In summary, the application of the "four-integration" model in management psychology can promote the integration of theory and practice, and broaden students' disciplinary perspectives. Therefore, in order to better play the role of the "four-integration" model, teachers need to continuously optimize situational teaching, deepen the integration of scientific research projects and teaching, strengthen the construction of educational internship bases, and enable normal students to continuously improve in a diverse and integrated environment, cultivating more high-quality and innovative educational talents for the future education industry.

Conflicts of interest

The author declares no conflicts of interest regarding the publication of this paper.

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