

Research on the Cultivation and Incentive Mechanism of University Teachers' Leadership

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Abstract: With the development of the times, modern education has gradually developed. Colleges and universities should also adapt to the needs of the times to enhance the strength of teachers' teams, cultivate high-quality talents, and develop high-quality education. In order to further strengthen the development of higher education, we should establish and improve the cultivation and incentive mechanism of teachers' leadership, improve the quality and efficiency of running schools in colleges and universities. The most important thing is to develop high-quality education and cultivate high-quality talents, so as to promote the development of higher education. Starting from the positive mechanism of cultivating college teachers, this paper discusses the characteristics of college teachers at present, so as to analyze the research mechanism of promoting the cultivation of college teachers' leadership and create high-quality education. Promote the innovation and development of the education system in colleges and universities, improve the comprehensive quality of students, provide high-quality talents for the society, and promote the improvement of the entire education level.

Keywords: colleges and universities, teacher, leadership, cultivation, encouragement

Introduction

With the continuous development and reform of higher education, the leadership of college teachers has a key impact on the improvement of teaching quality, the growth of students and the development of schools. However, at present, some college teachers lack leadership, and there are problems such as insufficient teaching innovation and limited teamwork ability. Effective cultivation and incentive mechanism is the key to solve these problems. Through the scientific cultivation mechanism, teachers' ability of organization and coordination, decision-making and judgment can be improved. A reasonable incentive mechanism can stimulate the enthusiasm of teachers to actively improve their leadership. In-depth study of the cultivation and incentive mechanism of college teachers' leadership is of great significance to promote the high-quality development of higher education.

1. What is the incentive mechanism

Modern pedagogy believes that in the cultivation system of college teachers, through the motivation to stimulate people's motivation, through the encouragement to achieve the purpose of education, the people-centered management system, through the incentive of the main body behavior, trying to stimulate people's potential ability, cultivate people's awareness of learning, and finally through the interaction between the subject and the object, so as to achieve the purpose of motivation, cultivate people's potential ability, achieve the balance between management humanization and institutionalization, so as to cultivate people's ability in all aspects, try to achieve the purpose of motivation, lay the foundation for cultivating people's potential, and promote the improvement of the overall quality of the subject^[1].

2. Analysis of the characteristics of college teachers' needs

The research on the cultivation and incentive mechanism of university teachers' leadership ability first needs to focus on the analysis of the characteristics of university teachers' needs, so as to focus on the analysis of the research on the incentive mechanism through the characteristics of university teachers' needs, so as to obtain the research strategy of the cultivation and incentive mechanism of university teachers' leadership in the future, enhance the strength of teachers' team, so as to promote the improvement of the education level of the whole university and cultivate high-quality talents.

2.1 Priority of spiritual and cultural needs

At present, the spiritual and cultural needs of college teachers are in a priority among the whole needs. With the development of the times and the progress of education, the spiritual and cultural needs play an important role in the cultivation of teachers' leadership ability. Therefore, the cultivation of teachers' ability should first pay attention to the cultural needs of teachers, cultivate the spiritual quality of teachers, give full play to the spiritual strength of teachers' team, cultivate teachers' leadership ability, and promote the improvement of college education level.

2.2 Concern about the need for self-esteem and honour

College teachers cultivate excellent talents, which is the objective condition for teachers to cultivate self-esteem. The status of teachers in colleges and universities is the most important. Therefore, in order to develop education and cultivate teachers' spiritual style, we should pay attention to the honor of college teachers. Only by paying attention to the spiritual dynamics of teachers and developing their personal talents can we play a key role in the promotion of the whole college education.

2.3 The correlation between knowledge and moral needs

College teachers must have specific professional knowledge and professional ability, and do a good job in preaching, teaching and resolving doubts. Therefore, in order to do a good job in training students, teachers must do a good job in the promotion of knowledge and the cultivation of morality, strive to improve their own moral cultivation, enhance the spiritual realm, in order to better train students and improve the education level of colleges and universities^[2].

2.4 Spiritual richness of material needs

In addition to meeting the spiritual needs of teachers, we should also pay attention to the material needs of teachers, and ensure the material needs of teachers. As long as we do a good job in the material guarantee of teachers, we can better meet the spiritual needs of teachers, ensure the basic needs of teachers, lay the foundation for the cultivation of teachers' leadership ability, improve the comprehensive quality of teachers' all-round development, promote the improvement of the quality of higher education, and cultivate high-quality talents.

3. The importance of establishing and improving the incentive mechanism of university teachers

3.1 It is helpful for teachers to establish correct action motivation and guide teachers' behavior process

Through the establishment of leadership cultivation and incentive mechanism for teachers, colleges and universities stimulate teachers' enthusiasm for work, guide teachers' behavior, establish correct action motivation, restrain and guide teachers' behavior, help students learn better, successfully complete teaching objectives, and promote the completion of education work.

3.2 It is helpful for teachers to establish the evaluation criteria of their own behavior

The establishment of a sound leadership cultivation and incentive mechanism is conducive to teachers' restraint of their own behavior. The educational nature of the incentive mechanism constantly encourages teachers to play their own advantages, achieve their own educational goals, establish evaluation criteria for teachers' own behavior, restrain teachers' behavior, and successfully achieve educational goals.

3.3 It is conducive to tap the potential of teachers and improve job performance

The research on the cultivation and incentive mechanism of college teachers' leadership is the key factor to improve

teachers' performance and potential. The achievement of work performance is positively related to ability and enthusiasm. Establish an effective incentive mechanism to stimulate teachers' potential, cultivate innovation ability, promote the optimization of classroom content, and promote the innovation of management system.

3.4 It is helpful for schools to attract and gather excellent talents.

The cultivation of college teachers' leadership is conducive to attracting more talents in colleges and universities. The cultivation of teachers' leadership and the improvement of their quality not only promote the school to improve the teaching environment, but also gather more talents, promote the innovation drive of the education system, and help colleges and universities achieve educational goals smoothly^[3].

3.5 It is conducive to creating a healthy competitive environment

The operation of the cultivation and incentive mechanism of college teachers' leadership can create a benign competitive environment. The benign competitive environment stimulates people's potential will, which is conducive to teachers' smooth realization of teaching objectives, conversion of work pressure into motivation, stimulation of teachers' teaching passion, enhancement of teachers' team strength, and creation of a better teaching environment.

4. Countermeasures for the establishment of incentive mechanism for university teachers

4.1 Reforming the current title evaluation system and implementing teacher appointment system

The post appointment system of college teachers runs through the whole process of the incentive mechanism of college teachers from goal setting, performance appraisal, reward distribution to the need to meet. This is an important process of deepening the reform of teaching system in colleges and universities. In order to successfully establish an efficient teacher incentive mechanism, we should reform the current education system, improve the title evaluation and appointment system, reform the current title evaluation and appointment system, implement the teacher post appointment system, make a reasonable assessment according to the daily teaching level of teachers, reward the excellent results of teachers, establish a perfect reward system, make a reasonable evaluation of teachers' teaching behavior, and clarify the responsibilities of teachers. Establish a high-quality dynamic management system to ensure that all positions appointed by teachers are in line with their own development needs, stimulate the enthusiasm of teachers, improve the leadership and incentive mechanism of college teachers, and promote the progress and development of modern college education^[4].

4.2 Deepening the reform of the distribution system and establishing a scientific and reasonable remuneration system

University administrators should fully realize the importance of education, protect the legitimate interests of teachers, ensure that teachers enjoy legal treatment, promote system reform, establish a reasonable compensation system, implement a reasonable distribution of production factors, ensure the treatment of teachers, and promote the improvement of the teaching system. The cultivation and incentive mechanism of college teachers' leadership is inseparable from salary treatment. Reasonable salary treatment plays a key role in the cultivation of college teachers' leadership. We should deepen the reform of the distribution system, stimulate teachers' teaching enthusiasm, promote the reform of the education system, promote the improvement of the education system, improve the level and quality of education, and cultivate high-quality talent team.

4.3 Exploring a scientific and reasonable performance evaluation system

The labor of college teachers is not only physical labor, but also more mental labor. The content and methods of work are more complicated. Therefore, a scientific and reasonable performance evaluation system should be established for different positions, and the performance of teachers should be regularly evaluated. Reasonable evaluation of teachers' performance appraisal emphasizes that teachers should not only successfully complete performance appraisal, but also pay attention to the cultivation of personal quality, improve moral cultivation, improve personal comprehensive quality, smoothly achieve teaching objectives, improve the overall teaching level of colleges and universities, and establish a

scientific and reasonable performance appraisal system. It plays an important role in the cultivation of teachers' leadership ability and realizes the improvement of the quality of teaching level.

4.4 Focusing on cultivating the 'double leaders' of the Party branch in colleges and universities

The Party branch of colleges and universities is very important for the improvement of teaching level in colleges and universities. We should give full play to the role of the "double leaders" of the party branch, improve the education system, achieve full coverage of the selection methods of the "double leaders" branch secretaries with high quality, and grasp that the selection is the foundation and the cultivation is the key. This is an important principle for cultivating "double leaders." The main role of the party branch is effectively played, the demonstration mechanism is more perfect, the leadership ability of the party branch leaders is improved, the teaching quality of colleges and universities is improved, the innovation of the education system of colleges and universities is promoted, and the development trend of education in the new era is followed.

5. Conclusion

The cultivation of college teachers' leadership ability and the establishment of incentive mechanism are the key links in the development of colleges and universities. In order to better improve the leadership ability of teachers and improve the incentive mechanism, we must first meet the spiritual ability and material needs of teachers, lay the foundation for promoting the establishment of teacher incentive mechanism, and promote the innovation of university management system. At the same time, creating a fair competitive environment, establishing a scientific and reasonable performance appraisal and evaluation mechanism, and deepening the reform of the distribution system play a vital role in the cultivation of leadership ability. Therefore, we should promote the establishment of leadership ability and incentive mechanism in colleges and universities, and promote the improvement of education level in colleges and universities.

Conflicts of interest

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

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Fund projects

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