

EVALAUTION OF HUMAN RESOURCE PERFORMANCE ON TEACHERS' PROFESSIONAL WELL-BEING IN LOCAL PRIVATE UNIVERSITIES

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Abstract

The power of teachers is the foundation of the development of the school, and it is the guide of every student's life road. Nowadays, the overall private teachers in colleges and universities tend to be younger. Young teachers are full of educational passion and are full of longing for the future. However, just after coming out of the society, they also face multiple pressures such as work and life in reality, and their overall happiness is low. Therefore, in view of some practical problems faced by the private university teachers, how to solve their problems and improve their work happiness is particularly important. And for the development of university teachers and the growth of students has a very important position, and is a very important link. In this study, data were collected from teachers at the X University of Yunnan Province through the teacher occupational happiness questionnaire assessed by human resources. The data variables were verified using statistical analysis methods such as descriptive analysis and correlation analysis to verify the hypothesis

Keywords: private universities, human resource performance appraisal, professional well-being

Introduction

As private universities expand, the number of students of the right age decreases and competition for students becomes more intense, the ability of private universities to attract large numbers of quality students becomes critical to their sustainability. Social recognition of private universities is largely based on whether they have genuine talent, are recognised by employers and have a competitive edge in society. The quality of faculty at private universities, in turn, is an important factor in the quality of their graduates. Many universities are introducing performance management to enhance the professional quality of their teachers, and practice shows that implementing performance management will help to improve the overall management of the university. However, teachers in private universities are currently facing pressures in both work and life, and the introduction of performance appraisal will affect how their professional well-being will be affected. Therefore, it is particularly important to assess and evaluate the work status of university teachers scientifically so that their work well-being can be effectively enhanced.

Problem statement

The current performance appraisal neglects the personal development of teachers' indicators management content is too general, and the appraisal criteria are too rough and vague. General assessment content is summarized as ideological conduct, work ability, work attitude, performance, integrity five aspects, the assessment of these aspects only principle provisions, not to facilitate the specific operation and mastery.

As an appraiser, asking an employee's supervisor directly about his or her friendship or conflict with the employee, the employee's personal preferences, etc. objectively affects the outcome of the validation of actual performance, e.g. the appraiser is unable to accept the validation opinion due to lack of relevant information.

Research Questions

Therefore, this study asks the following three questions.

1. what factors affect teachers' professional well-being?
2. analyse the relationship between teachers' professional well-being and performance appraisal?
3. What should be done to improve teachers' occupational well-being index?

Research objectives

The main research objectives of this paper are as follows.

1. the current situation of human resources performance appraisal in private colleges and universities.
2. the problems existing in the performance appraisal of private universities.
3. the methods of performance appraisal improvement and the issues to be noted in private universities.

Research Hypothesis

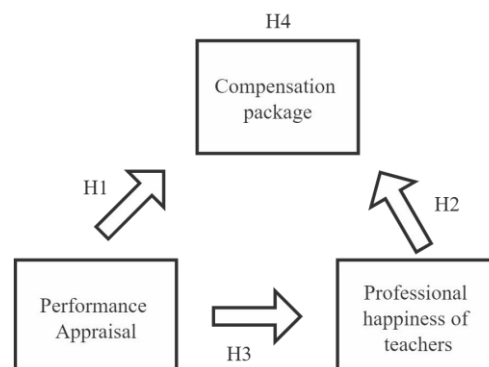
H1: Based on the review and summary of relevant theories and previous empirical studies in the literature review, combined with the purpose, research questions and research structure of this study, the specific hypotheses of this study are summarised as follows: performance appraisal determines and influences the level of teacher pay packages.

H2: Based on the review and summary of relevant theories and previous empirical studies in the literature review, combined with the purpose, research questions and research structure of this study, the specific hypotheses of this study are summarised as follows: high and low teacher pay packages affect teachers' professional well-being.

H3: Teacher professional well-being is directly determined by performance appraisal.

H4: Salary package is directly determined by performance appraisal, which influences teachers' professional happiness.

Conceptual Framework



Benefits and implications of the study

1. Theoretical significance

Through their own internal construction, private colleges and universities attract outstanding talents to join the teaching profession continuously, so as to strengthen the teachers' team of private colleges and universities, and eventually achieve the grand goal of building a hundred-year institution of learning and cultivating industrial elites.

This scientific and reasonable evaluation system for the members of the group can convey the strategic ideas, goals and core values of the school's development to the staff at all levels and become the ideological driving force for their conscious action.

Theoretical and literature review

This paper based on Bucket Theory, Social comparison theory and Self-determination theory.

Bucket Theory: This theory is applied to talent management and is also known as the Talent Group Theory. In comprehensive talent development, it is very important to manage the available talent and make the most of it. The bucket theory also helps to strengthen talent management. Drawing on the bucket theory in talent management is important for strengthening talent management and improving the effectiveness of talent groups. The relationship between the whole and the local, between overall effectiveness and individual quality, is often encountered in practical talent management work.

Social comparison theory: Adams' theory, also known as social comparison theory, is concerned with the rationality and fairness of wage distribution and its impact on employee motivation to produce. The basic idea of this theory is that people's motivation to work is not only related to what individuals actually get paid, but also to whether they are paid fairly. Only fair pay can be satisfying and motivating for employees. The focus should be on comparisons with society, with others, or with history and your own past, rather than on whether wages are fair in absolute terms.

Self-determination theory: Self-determination is an empirical choice based on a thorough understanding of one's own needs and surroundings and an autonomous choice. Two American psychologists, Deci and Ryan, developed the self-determination theory, which emphasises the positive influence of the self in the motivational process. The self-determination theory classifies human behaviour as 'autonomous' or 'involuntary' and considers 'drives', 'internal needs' and 'emotions' to be the most important factors. "and 'emotions' are the driving forces of 'autonomy'".

Literature reviews

1. The setting of performance evaluation indicators should be in line with the actual situation of private undergraduate schools. In the specific performance evaluation, the meaning of evaluation indicators should be clarified, specific evaluation indicators should be refined, and evaluation indicators should be designed according to the work characteristics of teachers.

2. Advocate quantitative evaluation as the main focus and qualitative evaluation as a supplement. Quantitative performance evaluation allows for more accurate in-depth analysis of specific issues, and the specific numbers quantified are more intuitive and convincing, reflecting more accurately the work performance of all teachers.

3. scientific and effective allocation of the proportion of the main body of performance evaluation. First, the assessment index, in the whole index system, should highlight the proportion of the assessment of teachers' professional ethics, such as the proportion of the assessment of teachers' moral conduct, the amount of scientific research transformation, the completion of teaching workload, lesson preparation, teaching, teaching management and so on. The second is the proportion of performance evaluation subjects in the overall evaluation, such as how much weight is given to the evaluation of each subject, such as the branch or departmental head of the competent leadership teaching and research department, the director of teaching and students.

Research Methodology

Both literature and questionnaire methods were used in this study. The researcher first found relevant scale literature to use as a reference for developing the questionnaire. The researcher developed a pre-determined questionnaire pre-test and used SPSS 22.0 to analyse the scales and complete a topic selection screening as a statistical basis for the determination of the formal questionnaire.

Population

The population of this study was the group of teachers at an X university in Yunnan province. Using the principle of simple sampling, the questionnaire of an X university in Yunnan province was measured by the teachers of the university.

Sampling Overall: Teachers of a university in Yunnan Province **Sampling frame:** teachers of an X university in Yunnan province **Sampling unit:** Teachers at X University in Yunnan Province

Results

1. Statistics

In this study, a questionnaire was used to determine the structure and population of the study based on the above literature review and related theories and research objectives. A measurement instrument suitable for this study was selected. An online electronic questionnaire was used for distribution, measurement and collection of SPSS data analysis directly from the online context for classification and analysis. The questionnaire consisted of 12 sub-questions and focused on the evaluation of human resource performance assessment on teachers' professional well-being in local private colleges and universities, and the data were tallied to produce the corresponding results. A total of 120 questionnaires were distributed for this questionnaire session, and the specific targets and effects of implementation are as follows.

2. Data analysis

1. Your gender:					
		Frequency	Percentage	Effective percentage	Cumulative percentage
Effective	1	71	61.7	61.7	61.7
	2	44	38.3	38.3	100.0
	Total	115	100.0	100.0	

The table illustrates that of the 115 people surveyed in the area, 71 were boys and 44 were girls, with boys doing more than girls, the proportions being 61.7% and 38.3% respectively.

The original data was then analysed for frequency of agreement with the fairness and equity of the appraisal system for performance pay in schools, with the following results

Normality test						
	3. Your teaching experience:	Kolmogorov-Sminov (V)a			Shapiro Wilke	
		Statistics	Freedom	Significance	Statistics	Freedom
School Management - 1. The school's performance pay appraisal system is fair and equitable.	1	.351	35	.000	.704	35
	2	.253	25	.000	.797	25
	3	.228	20	.008	.850	20
	4	.348	24	.000	.751	24
	5	.407	6	.002	.640	6
	6	.231	5	.200*	.881	5

The analysis of the results shows that teaching age approximates a straight line in the normal Q-Q plot, and the scatter distribution of the trendless normal Q-Q plot is above and below the straight line $y=0$, so it can be assumed that this information obeys a normal distribution.

Conclusion and Discussion

With regard to the embodiment of teacher happiness, it depends on many aspects of the school system to improve the induction and training system for teachers and functionaries. Newly appointed staff should be inculcated with the school building philosophy, school culture and management system, and special staff should be assigned to help them adapt to their environment, become familiar with the duties and requirements of their new post and get involved in educational management as soon as possible.

Establish an external education policy linked to results. As an acknowledgement of outstanding teaching staff, rewarding advanced workers can provide opportunities for further study abroad, which has the effect of rewarding advancement while broadening the horizons of teaching staff. Analyse the characteristics of hired talents according to the job position to meet the overall development needs of the school. At the same time, in order to meet the needs of the material life of the teaching staff, a set of salary incentive system which is in line with the characteristics of private colleges and universities has been developed, combining "job salary as the main salary and performance salary as a supplement".

Discussion

A study on the human resource appraisal system of local private universities on teachers' well-being, adhering to the principle of tasks and goals. Relying on the five-year human resources planning of private universities, the number of teachers is compiled and deployed in terms of the school's enrolment plan and development scale. On this basis, the corresponding number of functional departments are equipped, existing posts are increased or reduced, and idle staff are deployed or transferred to new posts. At present, the status quo of the personnel of the function system of private colleges and universities is roughly low in single management efficiency, insufficient innovation consciousness, low academic level and unsuitable professional posts; the existing knowledge mastery ratio is balanced and does not adapt to the development of modern society. In response to the above problems, private colleges and universities should formulate long-term employment plans and scientific and systematic measures. In particular, while introducing high-level and professional talents, they should adjust the allocation of existing internal teaching staff resources according to the "principle of matching people and posts", so as to gradually achieve a level staffing of the teaching system and functional system. The teaching system and the functional system control the range of management authority of the heads of departments under their jurisdiction within a certain range, and set the size of management authority according to the nature of the position and their own quality. It is positive that the private university is a specialised teaching institution for training in business skills and professional knowledge. However, education covers a wide range of areas and its development is a long-term and difficult task.

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