

## A Discussion About the Humanistic Care in Colleges' Educational Management Work

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### Abstract

Humanistic care is the new idea and new requirement of educational management work. This paper attempts to reflect on the educational management work from the perspective of humanistic care, appealing to administrators of college students' education to establish the concept of humanistic care, pay attention to the ways and means of giving humanistic care, and actively explore and seek approaches to achieving humanistic care.

**Key words:** Educational management work; College students; Humanistic care

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### INTRODUCTION

Humanistic care is a modern education philosophy and tendency which is full of emotion and love. It emphasizes proceeding from the people, centers around people, values human dignity, and respects human creativity. Since giving sincere care and overwhelming love to people will help them make self-improvement, administrators of college students' education should firmly establish the education concept of humanistic care, pay more attention to humanistic care in their daily educational management work and center around students, so as to not only play an educational, guiding and encouraging role, but also

successfully respect, understand, and care about students. Practices have proved that the more humanistic care we can find in the college education management work, the more prominent will the actual effects of ideological and political education on the part of college students become.

### 1. THE BASIC REASONS FOR EMPHASIZING HUMANISTIC CARE

There are strong theoretical foundations and realistic basis for strengthening and improving the educational management work on the part of college students, for emphasizing humanistic care, and for enhancing the humanistic connotation of educational management work.

#### 1.1 Requirement of Implementing Scientific Outlook on Development

As the guiding ideology of the work in colleges and universities, the scientific outlook on development requires us to adhere to the "people-oriented" value, and to achieve "scientific development" of university work. According to the definition of the scientific outlook on development, scientific development should be not only in line with the objective laws and revolve around science, but also should include humanistic care as its content. Administrators of college students' education should go ahead with the times, engage in and focus on humanistic care, and establish a balanced, sustainable and comprehensive development mode for colleges through comprehensive education as well as a variety of practical activities that are intrinsically linked. As a result, college students will be improved both inside and outside in the aspects of their morality and intelligence, knowledge and ability, physiology and psychology, thus forming a new situation where the ideological and political education of college students will enjoy the capability of coordination. This has not only creatively answered the fundamental problems posed on colleges and universities, that is,

“what” kind of person should be cultivated and “how” to cultivate them, but also has great relation to whether colleges can achieve the designed objectives guided by the scientific outlook on development. Therefore, emphasizing humanistic care while conducting education management work for college students is not only an integral part of the scientific outlook on development, but also is a concrete manifestation of colleges’ thorough implementation of the scientific development concept.

### **1.2 Requirement of Promoting College Students’ Comprehensive Development**

Promoting people’s comprehensive development is an essential requirement of Marxism about human’s development, and is also the purpose of ideological and political education. When stating the comprehensive development of human beings and human emancipation, Marx hoped to establish a “social form which regards individual’s comprehensive and free development as the guiding principle.” As for the humanistic care, its aim is to “provide assistance to persons who can help themselves” so as to achieve “their full existence”. In this sense, humanistic care should be people-oriented, should regard people as the final purpose, and should consider the human beings as its impetus. Besides, it should also take the existence and development of human beings as the starting point and destination, cultivate people’s sense of autonomy and initiative, and promote their healthy growth and overall development. When it comes to the administrators of college students’ education, they should focus on humanistic care, pay attention to each student’s thoughts, feelings, behavior characteristics and personality traits, and give full respect to the dominant position of college students. Apart from these, they should try to wake up students’ subjective consciousness, constantly stimulate their desire to develop and pursue lofty goals, so that students could consciously internalize the social norms and requirements into the needs of their own growth and development. In this way, the students could gain a great momentum to upgrade their spirituality, improve their life, thus further promoting them to consciously take the initiative to know themselves, seek the truth and perfect their personality. As a result, they would turn into a social body with excellent personality and good quality, transcending the main values, liberating the individual human nature, and ultimately promoting the harmonious development and overall progress of their comprehensive quality.

### **1.3 The Value Appeal of Ideological and Political Education in Colleges**

The vitality of ideological and political education is mainly reflected in the development of humans’ spirit power, in the cultivation of innovation spirit, and in shaping humans’ spirit realm. In addition, it can be manifested in the fact that under the guidance of such

ideas as caring about, respecting, encouraging, and improving individuals, ideological and political education appeals to people to make a due contribution to the social progress while achieving their own values. So we can see that ideological and political education has a unique value in terms of humanistic care. For a long time, however, the traditional educational management work put emphasis on its “instrumental and reasonable” value of serving society and politics, while ignoring the value of individuals. Besides, it attached too much importance on the individual value of social personality, on the needs of society and on the “social standard”, thus ignoring the legitimate needs of individuals, so that it went to the point where the educational management activities in a way became “the material activities used by the subjects to purposeful transform the objects.” In fact, only after administrators of education work stimulate the spiritual needs of students, care about their spiritual life, focus on the realization of individuals’ values, and make students understand the purpose, laws, and reason of ideological and political education can the content of ideological and political education become an intrinsic requirement, and the value of educational management work will be perfected. Therefore, emphasizing humanistic care is the inevitable appeal for the ideological and political education to pay more attention to values of human beings.

### **1.4 Requirement of Establishing a Harmonious Campus**

Establishing a harmonious campus is part of building a harmonious society. In accordance with the general requirements of building a socialist harmonious society which are democracy and the rule of law, fairness and justice, sincerity and friendliness, full of vitality, stability and order, as well as harmony between man and nature, it is necessary to attach importance to humanistic care to build a harmonious campus. Colleges and universities are a good gathering place for college students, and college students are a major force in building harmonious campuses. Their initiative, enthusiasm, creativity and state of personal development have a good relationship with the harmony and stability of the campuses. Therefore, in order to implement the scientific outlook on development centering on people, colleges and universities should focus on humanistic care in the educational management work, try to develop a modern university spirit in line with the socialist core value system, and show respect for the development of college students’ personality. Furthermore, they should be concerned about the internal needs of students as well as students’ physical and mental state, and try to respect, understand, care about, love, and motivate students in a real sense; besides, they should proactively face and resolve conflicts, maximize harmonious factors and establish a scientific working mechanism, so as to actively create an institutional environment for the establishment of harmonious campuses, and establish

an mechanism for adjusting the conflicts of interest. In this way, we can provide a more democratic, and a more humanistic incentive and guarantee mechanism for building a harmonious campus, and foster a harmonious campus culture for undergraduates' healthy growth. In this sense, we can draw a clear conclusion that emphasizing humanistic care in colleges' educational management work and affirming as well as respecting the dominant position of college campuses do meet the needs of students' comprehensive development and are inevitable requirements as well as basic guarantees for constructing harmonious campuses.

## 2. PRINCIPLES FOR EMPHASIZING HUMANISTIC CARE

It is an essential condition for the success of college education to emphasize humanistic care and adhere to principles of methodology.

### 2.1 Fairness and Justice

Promoting fairness and justice in education is an important task for the college humanistic-care education in the current and future period of time. In the previous college education, there was difference between educators and the educated with the former as the subject and the latter as the object, so there was less equality in their relationship, and spoon-feeding was a salient feature of the traditional education management method. However, today's college education pays more attention to humanistic care, as well as stresses democracy, equality, harmony, and cooperation in the relationship between the educators and the educated. Under the guidance of the educators, both of them participate in the process of ideological and political education, enjoying mutual education and self-education, so that they could be mutually influenced and achieve win-win progress. To a great extent, only by using a fair and impartial manner to carry out ideological and political education can we deal with the relationship between the educators and the educated properly. Thus, in the college humanistic-care education, we should strive to be fair and equitable towards students, and ensure the guidance given to their ideas developed in an fair exchange between the educators and the educated.

### 2.2 Combination of Visible and Invisible Education

In relation to visible education, invisible education is a way to realize humanistic education by using its inherent existing forms in daily life unconsciously. Its most significant advantage is that it can effectively prevent the production of rebellious mood in the educated people, stimulate their sense of participation, and improve the effectiveness of colleges' humanistic-care education. Nevertheless, the teaching methods used in colleges and universities are always featured by directness, openness

and explicitness, which thus have obvious limitations. Instead, the scientific attitude that should be held when conducting ideological and political education while emphasizing humanistic care is to continuously improve the methods of visible education, give full play to the invisible education methods, so that the invisible and visible education could enjoy mutual penetration, mingle with and complement each other. As a result, the educated people will really feel the factuality and humanistic traits of humanistic education, overcome the tendency of the separation between ethical knowledge and moral behavior in the aspect of values, and give full play to the effectiveness of humanistic care.

### 2.3 Dialectical Unity of Strict Management and Humanistic Care

Putting emphasis on humanistic care is not letting teachers do what they like, and is not holding the doctrine of being good teachers, but requires us to combine it with strict management and strengthening education. Strictly managing college students is an effective means of and internal requirement for colleges and universities to achieve their operation goals. Its purpose is to ensure the overall coordination, efficiency and order of the work of schools. Through strict management, we can ensure the normal proceeding order of school teaching, learning, working and living, provide students with a stable and orderly learning environment, and create a positive learning atmosphere. In this sense, we can say that strict management and humanistic care are interdependent, complementary and mutually reinforcing. However, what is worthy of noting that strict management is not to mechanically do as the rules and regulations tell, but is rather to put emphasis on humanistic care and show respect to the development of college students' personality while managing them strictly. So we should use such methods of arguing, sentiment edification, developing good habits, establishing models, influencing by means of environment to give humanistic care and psychological counseling to college students. Only in this way can we improve the relevance and effectiveness of educational management and enable higher education to achieve the "1 + 1 > 2" effect.

### 2.4 Combination of Universal Education and Individualized Education

The target of college humanistic-care education is the college students. The independence, differences, selectivity and variability of their ideological activities are become increasingly prominent, and their thoughts and behaviors are affected by a variety of social relations at various levels and from various angles. In fact, the more complex the social life is and the faster the society develops, the more prominent the levels of the educational objects will be. Therefore, in order to emphasize humanistic care, humanistic education should adhere to the

principle of a combination of universal and individualized education based on the circumstances of different types and levels of the educational objects, proceeding from the physical, psychological and ideological conditions of the educated, and focusing on the diversity, hierarchy, and richness of their individual development. In addition, they should make use of realistic ways to understand the individuality of the educational objects, and take appropriate and targeted teaching methods.

### **3. APPROACHES TO EMPHASIZING HUMANISTIC CARE**

With the development of the times, college students are faced with favorable conditions as well as severe challenges. Therefore, we need to explore and come up with effective approaches to realizing humanistic care education from different aspects.

#### **3.1 Placing People First and Developing the Education Concept of Humanistic Care**

Under the new circumstances, the first move towards achieving humanistic care education in colleges and universities is to implement the scientific outlook on development and “place people first”. The essence of “placing people first” is to center around students, which is to regard students as the starting point and destination of education, and take students as subjects who have independent personality and specific ideas. Moreover, it is also important to respect students’ differences and uniqueness, esteem students’ freedom and autonomy, and establish the dominant position of students, so that students will feel the respect on their personality and dignity from educators, and truly experience the value of being humans. As a result, they will consciously improve themselves, and learn to develop responsibility for themselves, for others, and for society, thus achieving the purpose of education. At the same time, if there is no “people” in college education which is lack of humanistic care, then there will be no college education in its own right. In this sense, establishing the education concept of humanistic care is the basic premise of strengthening humanistic care on the part of college students in the new era. This requires administrators of education for college students to improve the “service” concept while giving educational management, implement humanistic care, help students with true feelings, warm students with sincere love, and influence students with practical action. Apart from these, they should also be targeted to bring out the facts and reasons, explain and resolve confusions in line with the factuality, cultivate correct world outlook, outlook on life and values on the part of students, as well as teach students to learn to be, learn to do, learn to study, and learn to live with others. They should combine students’ overall development with the individualized

development, and unify their humanistic spirit with the scientific spirit, thus earnestly implementing the humanistic care education.

#### **3.2 Respecting Subjects and Objects and Developing a Harmonious Relationship Between Them**

In the process of conducting humanistic education, although subjects and objects are in different position, and their roles and tasks are also different, yet both of them are communicating with each other all along, and are accepting each other while exerting influence. Besides, they have kept enhancing or adjusting their own understanding and behaviors in accordance with the other’s affirmation and negation. So proceeding from these facts, the subject may become the object during the education process, while the object is also likely to become the subject. However, in the traditional humanistic education, ideological and political education is seen as a one-way activity in which educators instill knowledge to the educated, so that the subjectivity of students has been suppressed, and students’ initiative and creativity have also been stifled. Therefore, workers in educational activities should make changes in the aspect of neglecting students’ inner needs and their subjectivity, recognize and respect the dominant position and main role of students in education, and make efforts to promote a two-way interaction between them, thus creating a “double subjects”. In this way, a positive relationship between the subject and object will be established, changing the teaching method from indoctrination to communication, from listening to dialogue, and from preaching to lending an ear. To meet the end, we should adopt humanized methods, shorten the distance between teachers and students, change the teaching methods, increase emotional resonance on the basis of humanistic care, create a relaxed and harmonious relationship between teachers and students, and enhance the actual effects of humanistic education.

#### **3.3 Enriching Campus Culture and Meeting the Spiritual Needs of College Students**

Under the background of building a harmonious society and building a harmonious campus, culture is becoming an important source of enhancing cohesion and stimulating creativity. And rich and dynamic cultural life is becoming an essential element for college students to enrich and improve themselves as well as innovate their lives. Therefore, we must focus on the growing spiritual and cultural needs of students, vigorously enrich campus culture, create elegant and impelling campus culture with distinction, and actively establish campus culture which has the colleges’ own characteristics, so as to win the spiritual world of students, cool down the “Hollywood fever” and “Korea fever” in campuses, and bring more ideological inspiration, psychological enjoyment and



aesthetic pleasure to students. Meanwhile, the prosperity of the campus culture requires accurately grasping the spiritual and cultural needs of college students, being close to reality, life and students, and swimming with the times to continuously innovative the content, form and means of campus culture, so that both "high-quality and elegant culture" and "lowbrow and popular culture" will be produced, enabling every student to truly feel the charm of college campus culture and to fully enjoy and learn from campus culture.

### 3.4 Strengthening Guarantee and Establishing an Effective Mechanism for Humanistic Care

A good mechanism is an important guarantee for humanistic care education. In order to achieve tangible results, humanistic care education in colleges and universities should attach great importance to the phase of institutional building, penetrate humanistic care through the whole education, management and service process, and build an effective mechanism for the humanistic care education. According to the 16th Central document, the main body of administrators of college students' education are the cadres of the Party and government, cadres of the Communist Youth League, teachers of ideological and political theory, philosophy teachers, social science teachers, counselors and class teachers. To a large degree, improving the leadership mechanism is a key element of developing an effective mechanism for humanistic care education, and is an important organizational guarantee for implementing the objectives and tasks of humanistic care. In this sense, the leaders of all levels in colleges and universities should be targeted at studying the theoretical and practical issues about humanistic care education, and play an important role in macroeconomic planning, policy co-ordination, policy counseling, guidance offering and other aspects of the work. At the meantime, colleges and universities should further organize and coordinate

the forces concerned through responsibility system, management system and evaluation system, clarify the responsibility of teaching, and earnestly assign the objectives and tasks of humanistic care education to the student work of all levels; besides, they should establish an all-participation, whole-process, and comprehensive education system to develop a resultant force that are concerned about and support educational management work, thus penetrating the humanistic care throughout students' college life which starts from admission to graduation, even to employment.

## CONCLUSION

"There is no end to practice and innovation". The humanistic care education in colleges and universities should be improved and innovated in repeated practices, and it also requires administrators of education in the new age work with a high sense of responsibility and enthusiasm to participate in the education work that they are loyal to, and requires them to be someone who can really cares about students' growth and listen to students' inner mind.

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