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On How to Create a Harmonious Researching Environment by Analyzing the Humanized Social Science Administration

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Abstract

Humanized social science administration in colleges should focus on the orientation of its value and its function, and pay attention to the influence that the administration has on the researcher's mentality and development of his proficiency. At present, such fake humanized phenomenon as localized, randomized, and making decisions by relationships in college social science administration are common occurrence, which has distorted the essence of "people first". To strengthen the process administration of scientific research from the value perspective of humanized administration is good for researchers to purify their motivation, to optimize their research tracks, and to improve their quality of results. Besides, to strengthen the institutional construction and the environmental molding from the function perspective of humanized administration is good for researchers to inspire their research proficiency, to enhance their reputation in research and to make a favorable research atmosphere.

Key words: Humanized; Harmonious; Social science administration; Research environment

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INTRODUCTION

Colleges and universities are important fronts in flourishing and developing the social sciences, therefore,

the understanding and implement of such ideas by administrators and social science administrative departments of colleges and universities are of great importance to promote the administration to be more scientific and research to be more liberalized. In general, a humanized scientific research administration is regarded as an advanced idea which put the dignity and value of the researchers first so as to fully realize the researchers' subjectivity, initiative and creativity (2005). The core of "people first" in practical administration can realized in two ways, the one is from the perspective of the value and goal of social science administration, it is to realize the guidance of researchers' motivation and values; the other one is from the perspective of social science administration's function and effect, it is to realize a harmonious research environment and to form a good research atmosphere. Based on such cognition, our social science administrators are no harder to identify and overcome the "fake humanization" and external harmony that the utility and the randomization in research, the behaviors taking research simply as a task and the lack of honesty had brought, so that the real humanization of the social science administration can come into being.

1. EMPHASIZE THE VALUE ORIENTED ADMINISTRATION AND PROMOTE THE FORMING OF TEACHERS' RESEARCH MOTIVE FORCE

1.1 Overcome the Utility in College Social Science Administration and Purify the Research Motivation

One of the biggest motivations for researchers to apply for a project under the present college personnel system is the need to evaluate the professional title. And with the increasing investment in research by colleges and

the rising rewards, some teachers' application is tightly bound to the financial assistance and rewards. Under this circumstance, the initiative of teachers to apply and negotiate the projects and outlays goes without saying. In many negotiations alike, our administrators will bias in their decisions, so brought forth the equality, distribution, rotation and special care in the research chances. Obviously, such kind of "localized humanization" deprived the right of quite a lot of teachers engaging in research, and made teachers misunderstood the essence of research, and induce some "impure" motives. As a social science administrator, to solve such problems, firstly is to complete the project report system, make efforts to make the aim of open, fair and justice, make everyone equal in chances, and we have to try our best to put their main concern in the selection and demonstration of the project, and the display of the speciality of research and the ability of the researchers. Secondly, it needs to get rid of traditional administration mode of information transmission, and widen the project reporting channels, pay particular attention to construct the platforms which organically combined theory research and social practice, provide teachers with more research opportunities, and the more chances that can exam and use their knowledge and discover new research issues. Thirdly, we have to pay attention to the team-building, to integrate research sources, so to make teachers who have research abilities find their place to exert their expertise; and make them experience the research atmosphere in a team, to improve their abilities and inspire the inner interest to do research.

1.2 Resolve the Formalization in the Intermediate Inspection and Optimize Research Tracks

Intermediate inspection is one of the necessary measures of so called "proceduring", whose main purpose is to supervise teachers' research. By the means of knowing the progress, adjusting research idea tracks and make suggestions to improve or new strategy, the project is guaranteed to be finished smoothly and exactly. However, some of our teachers arranges their research schedule randomly even not scheduled after the project was permitted. That makes a extremely wrong conception that to report a project for the purpose of report, and working in a harsh to finish the project. Hence such teachers and some strange phenomenon that violated the research rules existed to cope with the intermediate inspection.

1.2.1 Fake Information

Fake information refers to researchers who didn't pay much attention to their researches and take some research procedure as a substitute of a stage result to disguise in the intermediate inspection, such as taking literature review as research overview, survey as report. They often generalize, magnify, or fuzzification and proceduralized, even took other teacher who does not in the research group or some research result does not belong to the topic as part of their work.

1.2.2 Making Excuses

Making excuses refers to the rascally behaviors that when the project is not carried on as planed, the researcher making excuses to avoid negative influences follows the cancel of project, and continue his research. These researchers often impute his schedule delay on tedious administrative works, heavy teaching tasks, fund shortage, not enough time, other crew's delay and incoordination of the team, etc. They seldom review their own research plan and idea tracks, seldom check their own research strategy and method.

We often try to understand and support teachers' work, and hoped to push forward their research by the means of humanity and tolerance in order not to discourage teachers' initiative to do researches, as well as give them a chance to adjust. The fact is, this kind of "randomized humanity" is not as good as we expected, we can't guarantee the quality of research by formalized intermediate inspection. Therefore, social science administrators can build up a project progress tracing system by research administration system, and remind the researcher some important information like his plan, progress, and time left; we can adopt some formal process in outlay management system like "prepayment of project budgets", "permissions to phrased results", to urge the researcher research in a more clear thought, and help us to get more clear information about the research. We can encourage teachers to form the conscious research conception and self-control of research progress, and by the means of perfect and formalize the intermediate inspection system to reduce the formalism and relationship in project supervision.

1.3 Overcome the Phenomenon of Deal With the Project Closing and Improve the Research Quality

With the increasing attentions are put on the social science research, and the strengthening of incentives, projects approvals are increasing, thus the problems of project closing are becoming sever accordingly and the quality of research is not guaranteed. On the one hand, based on the purpose of encouraging teachers to carry out researches and promote the social science research, universities reinforced the fund assistance for researches and carries out some projects for the young teachers intended to discover talents, and some project to integrate the research strength and to be more competitive for new and big projects. However, due to the fact that some young teachers burry heavy teaching tasks and are new to the academic research, they are not formed an individual and unique field of their own, so that there are some anticlimax-style research, some just-to-finish-the-job works. This is not ideal for administrators. Additionally, some young teachers are mainly work on themselves, displayed weak team-work ability, and makes the situation of swashed and make-up research, and low team cohesiveness. On the other hand, because of the broaden

of research tunnels; some teachers are taking several projects of different levels. Under this circumstance, some teachers think highly on important projects and look down on less important projects, use one result to cope with several projects, and pay attention on the quantity rather than the quality. For administrators like us, we are inevitably to show sympathy and help them in actual actions, thus comes the so called “relationship humanity” in the administration, and shows as not strict in project closing, and prolong the project deadline at will. To really foster teachers’ abilities and encourage them taking more and better researches, social science administrators firstly have to regular the approval of academic journals, try our best to make research results worth their cost, and say no to waste research resources and muddle-through phenomenon brought by the worthless rubbish essays. Secondly we have to adopt the closing system including the inspections and evaluate by administrators, and final judgment by experts and publicities. By some indicators like checking the uniformity of the closing result and estimated result in report, the correlation between the result and the project reported, and the innovation and influence of research results, we can identify the fake research and encourage the real research.

2. VALUE THE FUNCTION ORIENTATION OF SOCIAL SCIENCE RESEARCH ADMINISTRATION, AND PROMOTE THE FINE RESEARCH ATMOSPHERE AMONG TEACHERS

2.1 Overcome the Negative Effect of the Research Incentives and Inspire the Researchers Research Proficiency

Exam, evaluate and rewards are important parts of social science research administrations, and effective measures to inspire teachers to do researches. However, administrators are unable to reach its biggest effect when adopting such measures under the theory of inspiration. As to the inspiration thread, there isn’t an inspiration system. For example, phrase rewards and single rewards from the approval of a social science research to its closing and the incoherence weakens the embodying of the effect of rewards coherence. Another example, the important attached to the beginning and less valued for the end of a social science evaluating, and evaluating by the result rather than the process, are both neglected the dynamic wholeness, and doesn’t dealt well with the relation between the point and surface, which is unsuitable for the improving of research initiative of teachers. As to the degree of rewards, we didn’t follow the principle of moderation. While we rewarded the outstanding teachers, we were discouraging the common teachers.

So this system doesn’t meet the need of all the teachers. For example, we repeatedly reward the excellent results, but neglected the proper and encouraging rewards for the fine results; we pay much for the first class discipline but less for the other disciplines; we reward the papers published on some pointed journals and do it for a long time, but we neglected other journals and presses with the same influence. As to the forms of the rewards, there is a phenomenon that we prefer material rewards than mental rewards; some teachers are full of material enjoyment but lack of the spirit of pioneering and dedication thus makes the research itself lacking the powerful spiritual pillar and positive value power. For we administrators, we firstly have to make the most of competitive mechanism to weaken the competition among individuals and strengthen that among the groups, to substitute the isolated work with team work, to shift project from miniaturized to scaled, and turn the low leveled repeat research to high leveled break-through research. Secondly, we have to perfect the check and evaluation system, combine the quantitative ones with qualitative ones, bond the evaluation of individuals and the group; we have to overcome the absolutization and one-sidedness, avoiding the research personnel’s self-interest orientation and fickleness. Thirdly, we have to regular the incentive system and to be all-covered, set an proper inspiration goal and the strength it when it works, and handle well the relation between mental rewards and material rewards (2006), so that we can promote the free development of teachers’ research proficiency and the realization of their self-worth.

2.2 Overcome the Forming of Negative Research Images and Improve the Research Personnel’s Credit

People are the main body of the research activities, and the decisive factor. One of the key clues of the humanity of social science research administration is to value, care and cultivate the talents, i.e. by the means of effective administration to boost the initiative, enthusiasm and creativity of research personnel, and by the means of fine research credit and research image to boost the overall and free development of the researchers, and to help the developing of university’s research strength and the form of its research characteristics. In the actual social science administration, policy based development is obviously superior than the individual’s development in the forming of research image, and the influence of policy publicity is stronger is bigger than that of individuals, added the administrative protect is more obvious than that of the researchers. For example, we always for the rigid needs when we construct a subject, and appoint the personnel, set the direction, and give repetitive assistance to the project and artificial encouragement for the awards, those behaviors are departed from the normal route and reasonable space of the subject and personal development. When we set examples of the research publicity, we often

evaluate some excellent researchers on one-side and over publicized and ignored the comprehensiveness, relative evaluation and realistic and effective publicity. When we protect our teachers' irresponsible research, we often make excused to delay the deadline, repetitive put off, put off by relation and closing project just for need, which weakens the systematical administration and practical operation,. Such passive forming of research image with strong senses of artificial and formalized is inevitably causes the research bubbles, and decreases the research credit.

To solve such problems, administrators in universities have to (1) Bond the policy assistance of the university and the credit construction of the research. Universities should prior support the researchers with fine credit records, competitive research ability and potentiality. Social science research development should base on the embodiment of teachers' personal development and university's research strength integration, set research credit records, and support according to the researcher's quality of prior research and the influence, and refer to his performance and completion. (2) Pay attention to the objectivity and appropriateness in constructing of fine research image. On one hand, we have to complete the evaluation standards for researchers, adopt the quantitative and qualitative standards, to evaluate them by scoring the project, result, awards, and project closing; on the other hand, we have to combine the publicity of research and its real influence, collecting the comments of the university, society, other personnel and researcher himself, to publicize properly and punctually and regularly. (3) Strengthen the system construction, put procedure management into practice. Administrators have to administrating scientifically and pragmatically, strict the administration normality, do not intentionally protect and do not go-between, thus to avoid the unreasonable and unnecessary put-offs, and the project closing with low quality and do-it-as-required. So that we can form a fine research credit and image.

2.3 Overcome the Pursuit for the Facial Harmony and Pursuit the Inner Harmony of Research Environment

People oriented social science administration have to deal with the problem of how to develop the teacher individuals and the group effectively, especially the influence of individual and group mental status, and the relation between administration and research. As to teacher individuals, the essence of administration is to promote the realize of teachers' proficiency or the realization of his self-worth, as to the group, the essence of administration is to promote the integration of research strength or the set-up of reputation of

research and how to form a fine research atmosphere; as to the relation between administration and research, its essence is to form a situation that the administration can promote the research, and the research in turn promote the administration. But our administrations are value more the individuals' satisfaction and less on the group development; administrators emphasize the "administration" and the restrain of relationships, ignored the forming of system and cultural environment; we treasure the matters and the forms, look down on the spirit and process. Such facial-harmony-pursuing administration is obviously bad for the self-realization of researchers and the achieving of university's development goal, and the forming of fine research atmosphere. Therefore, we have to respect the individuality, provide support according to individual's potentiality, speciality and his will, avoiding the vanity and fickleness when rising researcher's material treatment, making them carrying research in a peace and practical way. We have to create a loose system and cultural environment which is conducive to realize teachers' research proficiency and produce knowledge, to coordinate their behaviors and urge them complete the task effectively and forming team spirit and cooperation spirit by guide rather than authority and command, and preserve the positive competition of the groups and their mental harmony (2006). We have to improving the quality and code of administrators, reduce the inner cost, give scope to the administrator individuals' initiative and potentiality; strengthen the communication between administrators and researchers, allocate the research resources properly, and set up a coordination mechanism for research and its administration. we need to promote the virtuous circle by create a positive mental atmosphere of administrators and researchers with high quality research service.

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