



Analysis of Influencing Factors of the Construction of Young Teachers' Moral Restraint in Universities

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Abstract. The influencing factors of the long-term mechanism of the construction of young teachers' moral restraint were analyzed. The sampling survey method via SPSS software had also been presented in this paper. Young teachers are the backbone in colleges and universities, their professional ethics construction plays a very vital role in promoting the establishment of professional and high-quality teacher teams. At present, all colleges and universities are strengthening teachers' ethics construction, so as to further promote China's education development. Based on the analysis of the existing environment for young teachers' ethics construction, this paper discusses the significance of strengthening the long-term mechanism of young teachers' ethics construction in colleges and universities, explores the existing problems of young teachers' ethics construction in colleges and universities, and puts forward some feasible suggestions to speeding up young teachers' ethics construction. It also analyzes the theoretical and application value of the long-term mechanism of the construction of young teachers' ethics. The data analysis software SPSS 17.0 software is mainly used in this study to conduct statistics and analysis of the data.

Keywords: Moral restraint · Analysis of influencing factors · Young teachers · SPSS 17.0 software

1 Introduction

Young teachers in colleges and universities generally refer to those under the age of 40 who are engaged in teaching, scientific research and educational management. The age gap between young teachers and college students is not big, and the age advantage is obvious. Therefore, it is easy for young teachers to interact with students and have a direct impact on the formation and development of students' world outlook, outlook on life and

values (Li 2021). At present, the number and proportion of college young teachers are increasing continuously. As the backbone of college educational work, young teachers' moral cultivation is directly related to the development of college education in China. Thereby, it is of practical necessity to improve college young teachers' ability in fostering integrity and cultivating rounded talents, and to explore the long-term mechanism of young teachers' moral restraint construction.

1.1 Strengthening College Young Teachers's Ethics Construction Can Promote the Realization of the Educational Goal of Young Teachers' Moral Education in China

College young teachers shoulder the important mission and arduous task of cultivating talents for the country, and directly affect the quality and future of China's socialist construction (Liu Jia, 2020). In the new era, college young teachers pay more attention to the ideological and students' moral construction, and have done a lot of specific education work to achieve the goal of moral education. These measures have achieved good results. To a large extent, these works need to be carried out by teachers, and hence, it is necessary to strengthen the construction of college young teachers' ethics, build a team of teachers with noble moral accomplishment, and then promote the realization of the educational goal of college young teachers' moral education.

1.2 Strengthening College Young Teachers's Ethics Construction Can Promote the Improvement of the Quality and Ability of Young Teachers in China

Education is a conscience project, requiring teachers with noble qualities and dedication (Qu 2018). Strengthening college young teachers' ethics construction can promote them to demand themselves with noble ethics, to study teaching constantly in their work, not to be tempted by external things, to adhere to the fundamental principle of teaching and educating students, to improve their academic level and teaching ability, and to strengthen their comprehensive quality.

1.3 Strengthening College Young Teachers' Ethics Construction Can Promote the Double Harvest of Material and Spiritual Civilization Construction in China

Through educational activities, college young teachers have trained a large number of workers with high level and skills for the socialist construction of our country. College young teachers, play a powerful role in material creation, are the important driving force of material civilization construction. Strengthening college young teachers' ethics construction can subtly influence students through their words and deeds, cultivate students' noble ideological consciousness and moral quality, and then guide them to better serve the society in future. Strengthening college young teachers' ethics construction can improve their professional ethics level, and then fulfill their responsibilities as teachers in teaching, and try their best to transmit scientific knowledge to students, and promote the improvement of scientific and cultural construction level in our country. At the same

time, it is also conducive to improve students' ideological and moral quality, so that they can bring these excellent qualities to life and work, and have an impact on the moral level of people around them, so as to promote the progress of China's ideological and moral construction. To sum up, strengthening college young teachers' ethics construction can promote the double harvest of material and spiritual civilization construction in China.

1.4 Sampling Survey Method

Random sampling survey is a common method for problem analysis. The subjects of this study are 27 universities in China, and young teachers who have not been examined before the age of 40. All of the surveys are established in an absolutely random factorial design and repeated three times. Data analysis was implemented by applying SPSS 17.0 software and the significantly different of data was confirmed via Duncan's multiple comparison ($p \leq 5\%$). The results are showed as mean value \pm standard deviation (SD). It can be convenient to make a variety of spreadsheets, using formulas and functions to carry out complex operations on the data. Various charts are used to represent the data intuitively. The data analysis software SPSS 17.0 is mainly used in this study to conduct statistics and analysis of the data.

2 Problems Existing in the Ethics Construction Young Teachers in Colleges and Universities

College young teachers are the core for college educational work, and their ability of moral cultivation is directly related to the development of China's college education. In the new era, college young teachers' ethics construction has become the key of the construction of socialist spiritual civilization in China. Teachers' ethics construction plays a very important role in promoting the establishment of professional and high-quality teachers' team. At present, all colleges and universities are strengthening ethics construction among teachers, attach great importance to young teachers' ethics. Tackling some problems may also need to strengthen learning, improve young teachers' ethics level and strengthen comprehensive quality, so that we can further promote the development of education in our country. This paper put forward some feasible suggestions to speed up the pace of young teachers ethics construction, to construct a long-term mechanism of young teachers' moral standards.

The Central Committee of Communist Party of China (CPC) attaches great importance to the educational work. In recent years, it has held many meetings and symposia to make it clear that the construction of teachers' ethics is an important measure to implement the Party's educational policy and adhere to the socialist direction of running schools, and has raised the construction of teachers' ethics to an unprecedented strategic height as well (Zheng 2019). In recent years, with the continuous expansion of college teachers, the number of young teachers is also increasing year by year, which lead to some problems on teachers' morality and ability. We should take it seriously. Nowadays, the construction of college young teachers' ethics still faces many problems to be solved urgently.

The suitable calculation formulas have also been presented. For example, Rate of reward and punishment mechanism = (Number of universities with reward and punishment mechanisms / Total number of universities) \times 100%; Percentage of young teachers' expectations for teachers' ethics evaluation system = (Number of young teachers' expectations for teachers' ethics evaluation / Total number of young teachers) \times 100%.

2.1 Imperfect Synergic Mechanism

College young teachers should make clear the importance of the cooperative mechanism of various departments in colleges and universities, improve the cooperative development mechanism of professional ethics construction so as to promote the improvement of college young teachers' professional ethics level. The effective development of the coordination mechanism of various departments in colleges and universities can promote teachers' enthusiasm during their study and work. At present, the coordinated mechanism of college young teachers' ethics is not perfect, which can not provide strong support for the construction of teachers' ethics. On the other hand, it will increase teachers' daily work pressure, causing fatigue, thus affecting the overall level of college young teachers' ethics construction.

2.2 Management Efficiency is not High

College young teachers need a complete system to regulate ethics construction. However, many college young teachers have not formed a perfect system of ethics construction, teachers' behavior can not be effectively standardized, which affects the overall management efficiency. Since the 18th National Congress of the Communist Party of China (CPC), the Party and the state have issued many documents to guide college young teachers' professional ethics construction, while the phenomenon of "using documents to implement documents" widely exists. The construction of teacher ethics is one of the key construction projects for young teachers in all colleges and universities, which plays an important role in improving the educational quality of colleges young teachers. However, the imperfection of the management system will affect the overall level of teacher ethics construction to a great extent.

2.3 Insufficient Evaluation Results

With the deepening of curriculum reform, teachers' evaluation system attracted attention, but college young teachers' evaluation system is still not perfect, such as the reward and punishment mechanism is not clear that resulting in inadequate evaluation results (Xu 2019). In some places, teachers are evaluated mainly at the end of the semester, and the valuation standard is mainly based on students' examination results. This kind of evaluating way cannot be adapted in modern education, it goes against the essence of quality-oriented education. In addition, many colleges have imperfect reward mechanism for excellent teachers, which makes some excellent teachers lack sense of honor and gain, thus discouraging teachers' enthusiasm for work. Therefore, it is very important to give full play to the inspiring role of teachers' ethics construction. Without an effective

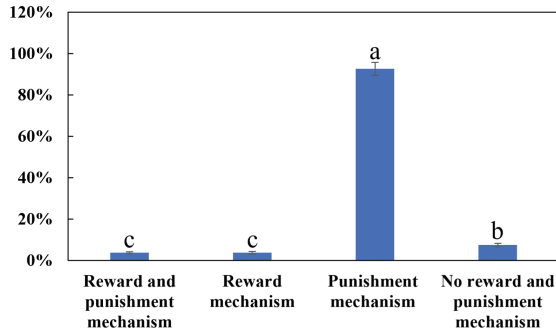


Fig. 1. Research results of reward and punishment mechanism in 27 universities in China.

incentive mechanism, teachers' work enthusiasm cannot be stimulated for a long time, which is not conducive to the development of higher education. The author conducted a survey of 27 universities in China, and found that most of them (92.59%) only have punishment mechanism. Most of them have no reward mechanism, and only 3.7% of them have reward mechanism (Fig. 1).

2.4 Weak Consciousness of Education

Most of the young teachers were born in late 1980s and early 1990s, and most of them are graduates just from colleges and universities. As soon as they step out of campus and enter into the society, they face the challenge of role changing from being cared to offer caring. Moreover, some of them choose to be teachers just because of the stable job and fixed income, rather than out of their true love for teaching. This leads some problems in their work: First, young teachers themselves have not adapted to the identity of being teachers, they have to undertake the teaching work, young teachers would be confused, which requires a groping process; Second, young teachers may have an illusion that education is only the job of primary and secondary school teachers. In their minds, college students have grown up, and teachers only need to transmit knowledge. Whether they would listen to what they hear and learn well has nothing to do with them.

2.5 Weakened Ideological and Political Quality, Lacking Sense of Mission to Education

At present, the international situation is complicated and changeable, and China is in the important historical intersection period of "Two Centenary". The great changes in the objective environment inevitably affect the ideological status and external behavior of teachers, leading to the weakening of ideals and beliefs of some young teachers in colleges and universities, and lacking sense of sacredness and mission in teaching and educating students. Phenomena like these common exist: shortage of adequate preparation before class, copy in class, lack of communication and feedback with students after class, pay no attention to the actual teaching effect, disregard students' sense of gain. In terms of scientific research, some teachers give up the original intention of teaching and solving

puzzles and the persistence of pursuing truth. They value quantity over quality, interest over academic research. Some young teachers are not self-demanding enough, lack the sense of mission.

3 Construct a Long-Term Mechanism and Method for the Young Teachers' Ethics Construction

3.1 Guiding Young Teachers to Build up Moral Education Consciousness

Teachers have always been a respectable profession, as a saying goes in China "Teachers take it as their duty to transmit knowledge, solve puzzles and educate students". Under the background of China's educational strategy, the responsibilities and status of teachers should be further improved. Therefore, teachers should pay attention to improving their ideological and moral cultivation, comprehensively enrich themselves and improve themselves. On the other hand, we should create a favorable atmosphere for the construction of teachers' ethics. College young teachers can organize teachers to carry out regular education and training, increase teachers' practical activities, and carry out seminars on teachers' ethics. In addition, college young teachers should pay enough attention to their practical problems, help teachers solve difficulties and relieve their worries, which is also conducive to construct a favorable environment of teachers' ethics.

3.2 Improving Young Teachers' Ethics Construction System

It is of great significance for college young teachers to carry out the construction of teaching ethics and teaching style. The teachers' ethics construction should not only rely on the party committee of university, but should also cooperate with relevant departments in university, so as to further improve the construction system of teacher ethics. Only by establishing a complete construction system of teacher's ethics can it play a leading role from point to surface, and promote the wide development of college young teachers' ethics construction. The university party committee has a very important guiding responsibility. It should guide the construction direction of teachers' morality while promoting the coordination between various departments, so as to form an ideal management system linked top and down. On the one hand, teachers' ethics construction needs to be guided in the right direction and carried out on the premise of conforming to the socialist development road with Chinese characteristics.

3.3 Improving Young Teachers' Evaluation System

It is needed to improve the teacher evaluation system to strengthen the construction of teacher ethics. The essence of evaluation is to examine young teachers' daily behaviors, and to consider their achievements in a certain stage through evaluation. As long as there is evaluation, there must be differences. In order to promote the construction of teachers' morality, we should punish teachers' improper behavior and reward teachers' noble style. On the one hand, characteristics of young teachers' evaluation system are long-term, comprehensive, objective and dynamic. To improve the teacher evaluation

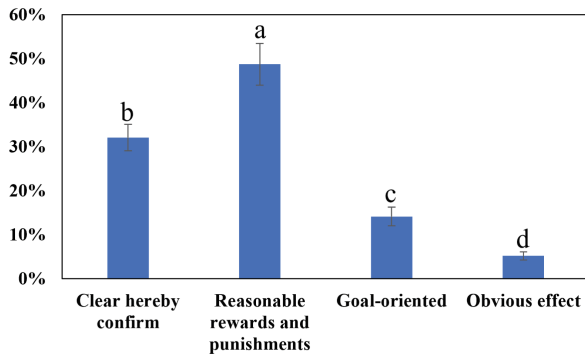


Fig. 2. A survey on young teachers' expectations for teachers' ethics evaluation system

system, it is necessary to perfect the reward and punishment mechanism, then evaluate teachers' ethics objectively. At the same time, it is necessary to complete evaluation subject of teacher evaluation, furthermore, unite teachers, students and colleges to form a diversified evaluation system. On the other hand, college young teachers should also attach importance to evaluation results, improve reward and punishment mechanisms, and further standardize teachers' daily behaviors so that they can hold the teaching bottom line.

The author conducted a survey of 78 young teachers and found that they all hope to have a reasonable evaluation system with clear content (32.05%), reasonable mechanism (48.72%), clear goals (14.10%), and obvious effects (5.13%) (Fig. 2).

3.4 To Construct a Long-Term Mechanism for Young Teachers' Ethics Construction

The construction of college young teachers' ethics not only needs a robust system for rigid constraints, but also needs the guidance and driving force to excellent teachers. On the one hand, system rigid restraint should be brought into to further improve the management system. For example, college young teachers can formulate implementation rules for teachers' ethics construction based on actual conditions. Teachers could be regularly organized to take part in ethics learning activities, therefore, realize the gradient upgrade of teachers' ethics through training and attending lectures. On the other hand, college young teachers can give full play to the leading role of excellent teachers. Excellent teachers with good ethics in a team can become a model for other teachers to follow, which is conducive to promoting the overall improvement of ethics level in the team.

The author conducted a questionnaire survey among 78 young teachers, found that 51.28% strongly agree with the view of establishing reward and punishment mechanism, 39.74% generally agree, and only 2.56% disagree that viewpoint (Fig. 3). Therefore, most young teachers hope to establish a reasonable reward and punishment mechanism.

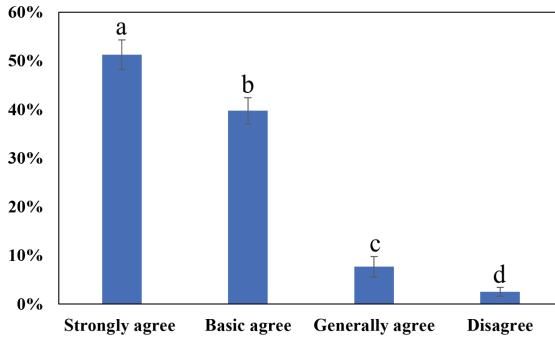


Fig. 3. Investigation and analysis of young teachers' acceptance on establishing punishment mechanism.

4 Conclusions

To sum up, random sampling survey method via SPSS 17.0 software was used to analyse of influencing factors of the construction of young teachers' moral restraint. It is more and more significant and urgent to study the long-term mechanism of young teachers' ethics construction. This paper explores and studies the long-term mechanism of young teachers' ethics construction in colleges and universities from the perspective of many problems they face.

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