

The Application of the Management by Objectives in Construction of the Party Branch of Independent College

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Abstract—With the gradual popularization of china's private higher education , in recent years, how to strengthen party building work and make full use of the function, so as to better promote the development of private colleges and Universities, Further promote social and economic development, It has become an important issue in the development of Party building and the development of private colleges in the new period. This paper analyzed the existing problems of the party member teachers' performance evaluation in the independent college, on this basis, discussed how to implement MBO in the basic-level party branch, and put forward the assessment measures.

Keywords—*independent college; MBO; basic-level party branch; performance; assessment*

I. INTRODUCTION

Management by objectives was put forward by an American Management guru Peter Drucker in the classics "Management practices" in the first in 1954. Drucker believe that managers should manage his subordinates through target, when top managers determine the organization goal, he must carry on the effective decomposition, and must change it into each department and each man's points target, then his evaluation and rewards and punishments to subordinates is according to the target points situation [1] .

Management by objectives is the modern management methods in goal oriented, people-centered, on the basis of results, it is enable organizations and individuals to achieve the best performance [2] .

The Party Constitution of The Communist Party explicitly stipulated : “Grass-roots party organization is the fighting fort in the party in society, is the foundation of the party's all work and fighting capacity.” , to carry out the party construction is the need to guide the healthy development of private colleges in private colleges, it is the needs to strengthen and consolidate the ruling class base and mass base, to strengthen the relationship between the party and broad worker masses in the new situation.

It is very important how to manage the party members of private university in the school management , it is of great significance for examination and assessment of strengthening the management of scientific research and teaching research, It embodies the teacher' vanguard role as a party member.

II. THE MANAGEMENT OF THE DEPARTMENT PARTY BRANCH IS THE KEY NODE OF MANAGEMENT TO TEACHERS OF PRIVATE COLLEGE

A. The management of party branch should be about scientific research work and educational process to carry out the management by objectives

The report at 18th Party, It is put forward to innovate to write a new chapter for the party building, according to the construction of the party's basic-level organization to drive the construction of other kinds of organizations at the grass-roots level [3] . Under the leadership of the party committee, Party branch is fully responsible for the party construction, teacher team construction, the ideological and political work and stability of the group. It should carry on the strict examination to achieve the purpose of protruding sophistication and fighting capacity of party members in the branch.

B. To strengthen the party branch management is the essences of strengthen the party construction in colleges

Xi Jinping pointed out that Party committees at all levels must strengthen the leadership and guidance of the party construction work, we must adhere to the party's education policy, adhere to the socialist direction of running, strengthen and improve ideological and political work and we will implement strictly the party [4] . we must implement the accountability system for party building.

The goal of the party branch management control is also roughly including four phase: setting standards, measuring actual performance and correct the deviation, it constitutes a complete set of management control process.

C. The management by objectives of the party branch can be fair performance evaluation of teachers

School performance management is the management process through the system, scientific methods and principles to evaluate teachers' work behavior and work results and work ability, encourage teachers to successfully reach the goal of management methods, and promote the teachers achieve good performance [5] .

The management by objectives of party branch is based on the design method of job analysis, the position and some measurable tasks are set for the performance appraisal goal, and then to record myself, again by the way, Party branch secretary is to implement inspection, examination and evaluation to teachers, it can be justice of performance evaluation of teachers.

III. THE ANALYSIS OF EXISTING PROBLEM IN THE PARTY MEMBER MANAGEMENT OF PARTY BRANCH OF THE INDEPENDENT COLLEGE

Independent college is a kind of common colleges and universities which cooperate with social organizations or individuals other than state institutions, is refers to the implementation of education of bachelor degree or above, the institutions of higher learning with the implementation of the non-state financial funds holding bachelor degree education, Independent college is an important part of private higher education belongs to public welfare undertakings [6] . the management and evaluation of implementation is more fair to reduce teachers' organization loyalty in the independent college, The management of the independent college teachers also exists generally in the following questions :

A. The problems to low esteemed organization in party members of independent college

The party member in private colleges generally have three sources : One is the

retirement teachers in the public colleges and universities ; The second they departure from state-owned enterprises and institutions or other private enterprises ; the third is the private colleges recruit fresh graduate students, was originally a party member. according to research, the party member who work in private colleges is the rare talent, most of them are highly culture education or higher education for many years, has a high level of professional knowledge, job skills, and the good thought quality. but after a lot of people to work in private colleges, their organizational commitment is low, one is they think non-government institutions, there is no party, the second is they no longer pay attention to the role of party membership, etc. As long as they convert ideas, renew the idea, understanding and making clear the relationship between private economy and the socialist public ownership. The relationship between private enterprises and the market economy; Development of private enterprises and individual interest relationship; the relationship of the party's principle and the construction of well-off society, they would have been grounded in the development of private enterprises and private economy, and play a key leading role in the production, become a vital force in the development of private enterprises, become the new owner of the private enterprises [7] . This would require the party organization.

B. The examination precision of the party member management is low

In my independent college, teachers' management of party members is based on the teachers commitment plan which is used at the beginning to branch review for the record, and then points at the end of year and two at the end of the semester by the party branch secretary. according to the plan for the evaluation of examination, the management and examination is low. This method is simple, the maneuverability is strong, but because of the daily management of party member missing records and lack of

scientific performance evaluation standard, the performance evaluation is difficult to eliminate the negative influence of subjective factors, lead to the low credible evaluation, lead to performance evaluation become a mere formality.

C. Appraisal evaluation scale also has a problem

Here in my city college of wuhan science and technology university as an example , the implementation of the management of party members adopts two level management assessment model, the college party committee manage directly for secondary department, the secondary department Manage each party branch, the annual performance of the members review by the end of the year commitment plan evaluation. annual appraisal result have three levels: good, qualified and the unqualified.

Due to the fuzzy appraisal dimensions, the work performance of the teacher party members has not been fine quantitative evaluation, lead to the final performance evaluation of teachers is not so convincing.

D. The analysis of assessment results was not enough

Usually management using an evaluation results are simple praise or to punish. actually the final purpose of assessing is to encourage teachers to better implement responsibility of the position, but the manager in college is often for the examination and appraisal, do not feedback of taking the interview type on assessment results. No serious analysis, the results of examination without using the results of the performance appraisal process and examination to help teachers to improve their work better [8] . Party member's annual appraisal result basically isn't related to the factors such as the salary, so on most of the result is not too seriously, the analysis of the assessment results and feedback is less.

IV. THE APPLICATION OF THE PERFORMANCE MANAGEMENT BY OBJECTIVES IN TEACHER'S ASSESSMENT

Performance appraisal is not an end in itself ,through the guidance of examination it stimulate the teacher's motive, behavior, and make them understand how to improve their work, it can improve the staff's job performance and job satisfaction, and finally reach the purpose of improving the efficiency of their work [9] . Here we will study the application of teachers' performance by target management in branch party member.

A. To Set up the closed loop control system of performance management

In cybernetics, the closed loop by the "chain" usually refers to output by feedback to the input, the so-called closed-loop control. Output feedback to the input and the output side control again, this is the purpose of the closed loop control, the purpose is through feedback [10] . according to the closed loop control system of performance management, to design the management process for party teacher.

B. To set up the appraisal system of teachers management

- The purpose of setting assessment system. the implementation of evaluation methods is to sum up experience, find problems, measures and correct deficiencies, to strengthen the construction of the party branch of the standardized, scientific, institutionalized management. detailed and quantitative assessment.
- appraisal dimension of performance management. based on medium and long-term development strategy of the college, around the central task for all college and department party branch, the party member should play the role of fighting forts, I set the "teaching quality", "teaching and scientific research", "one's deceased father grind work", "employment", "rich the second classroom", "care for students' learning life", party construction, seven examination content and 26 specific evaluation factors. To form the goal responsibility work record table.

TABLE I. THE RECORD TABLE OF THE GOAL RESPONSIBILITY WORK

The target task	The secondary indicators	Management measures	Teachers name	Do the work	Time
The quality of teaching 20%	①The supervision evaluation (4 points) ②Student assessment (4 points) ③Sectoral assessment (7 points) ④The quality of teaching archives (5 points)				
Teaching and scientific research 20%	①Published papers (10 points) ②Declare all levels of project (5 points) ③Textbook compilation and writings (5 points)				
Admission to graduate work 20%	①Teach courses to prepare for the examination (4 points) ②Persuading (4 points) ③Professional guidance (4 points) ④Information provided (4 points) ⑤Help the interview (4 points)				
Employment work 10%	①Looking for a unit to attend the fair (2 points) ②Contact and recommend students employment (4 points) ③Support entrepreneurship (4 points)				
Rich second classroom 10%	①To guide students to participate in scientific research (4 points) ②To guide students to participate in all kinds of				

The target task	The secondary indicators	Management measures	Teachers name	Do the work	Time
	competition and won the prize (4 points) ③To guide the social practice (2 points)				
Care about students' learning life 10%	①Talk with the student (5 points) ②To help solve learning life difficult (4 points) ③Attend the class meeting (1 points)				
Party construction work 10%	①Actively attend the meeting on time (4 points) ②Obey the work arrangement (3 points) ③Develop the party member (1 points) ④Positive self-study to strengthen the party spirit cultivation (1 points) ⑤Writing paper of the party construction (1 points)				

Based on the above quantitative assessment index to determine the precise evaluation, according to the need of the quantitative assessment of indicators definition, describe the key characteristics of assessment index.

V. CONCLUSION

By taking these measures, to strengthen the party organization at the grass-roots level, it should not only care for teachers of party members, and to manage and monitor the party members, the party member's sophistication affect the people around.

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