

Discussion on Strengthening Teachers' Morality Construction of Young University Teachers

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Keywords: University Teachers; Youth; Teachers' Morality Construction.

Abstract. Young university teachers are the fresh troops in the team of university teachers and they grow up during the era of reform and opening up and thus have distinctive stamps and characteristics of the times in morality cultivation, however, certain problems exist. In this thesis, the methods for the teachers' morality construction of young university teachers are posed from the personality characteristics of young university teachers and the necessity of teachers' morality construction.

Characteristics of Young University Teachers

Teachers' morality construction of university teachers is one of the main contents of university construction. The number of young university teacher increases year by year and their proportion in university teachers also increases, and thus they become the fresh troops in the teacher teams of all the schools. Hence, it is of great importance to strengthen the morality construction of young university teachers.

A.Acute thought and good learning capacity

Young university teachers grow up during the period of reform and opening up and also their thinking is vivid and receptivity for new things is strong; besides, they can learn and grasp new knowledge, new technique and new idea more quickly. Meanwhile, they have higher academic levels of master degree and doctor degree and also they have complete and solid theoretical system of knowledge after systematic knowledge study and professional training. Therefore, they can operate modern education equipments skillfully in daily teaching activity and utilize internet and other ways to keep pace with the world and pass on the frontier knowledge of the subject to students. In addition, they can communicate and interact with the students better through the modern techniques, for example, they can communicate with the students through QQ, E-mail and Microblog and solve their problems and confusions.

B.Emphasizing themselves and having strong individual consciousness.

Most of the young university teachers have the aspiration to bring their talents into play and carve a career for themselves and also have great ambitions to realize their value of life. However, due to their background, their thoughts are idealized and self-centered and even empty and big to some extent and thus the ideal is separated from practical work. The self-awareness of some teachers is strong and also they lay particular stress on the embodiment of self-value and disaffiliate themselves from the concept of collectivism; besides, their personal life plans are separated from the cultivation of collective organization and teamwork and much more attention is paid to the personal interests and promotion of self-value and also they are lack of collectivism spirit, team spirit and dedication spirit.

C.Having bigger pressure and aspiring to succeed.

The youth grow up during the period of reform and opening up and encounter social transformation and economic globalization after graduation and thus compared with the aged teachers, they have many actual difficulties in work, life and study. Simultaneously, the value of young teachers is also impacted greatly by mammonish ideas and transformation of social value

orientation and also certain pressure is brought; they feel great pressure on economy, housing, education of children and promotion and do not know what to do. On the contrary, they also have strong gumption and are eager to make a breakthrough and success and also gain acceptance through their own efforts so as to realize self value and social value.

D. Concerning the society and lacking of sense of social responsibility.

Various complex attributes are added to the language of youth, such as cruel, decadent, treacherous, successful, self-centered, self-abandoned, weird, and frivolous and also lack of responsibility. Most of the young teachers are the core and focus of their families and their lives are smooth and also have not endured hardships, so their self-awareness is stronger and also they are short of social responsibility. However, if they are denied due to the above reasons, it is biased and unreasonable. The youth grow up in the social transformation period, during which China changes greatly and also many of them are in families with only one child, therefore, the value of this generation is greatly different from that of the older generations and also the traditional social norm and consciousness are impacted. Nevertheless, the deep thinking of ideological value is not changed and owing to the diversification of society and fast information spreading, the youth pay more attention to the society.

Necessity for strengthening teachers' morality construction of young university teachers

During the great journey to build a moderately prosperous society in all aspects and create a new situation for building socialism with Chinese characteristics, the teachers who take up educational work plays an important role in the strategy of rejuvenating the country through science and education. As the main body of higher education, the morality construction of university teachers, especially the new generation of young university teachers is more important because of the strong model function and profound influence. Young university teachers grow up during period of reform and opening up and it is easy for them to accept foreign culture; besides, they are influenced by western capitalism ideas and also the morality and value of some young university teachers are inevitably changed and their social roles and the assumed obligations are neglected and mammonism and hedonism appear, and consequently the concept of teacher's ethics is desalinated. Furthermore, under the influence of objective social environment of "focusing on economic construction", the concept of ethics of young university teachers, one of the social members, is desalinated to some extent. According to the above conditions, the morality construction of young university teachers should be emphasized and strengthened.

Current situation of moral construction among young teachers in colleges

With the development of domestic higher education, the ratio of young teachers has been increasing year by year. They become an indispensable group in higher education and personnel training as they are well-educated, they have board knowledge, and they can think actively. However, influenced by factors such as social environment, attainment and school management, the current situations of moral construction among young teachers cannot bring optimism. There occur several anxious problems. The following three aspects are highlighted:

A. Emphasize more on materials and less on moral

Influenced by market economy, value orientation of some young teachers has changed. Money worship, hedonism, individualism gradually grow up. Details are that they pursue concrete issues, their value standard focuses on practice, and they always tend to choose material benefit. As a result, some young teachers regard teaching as their sideline and don't focus on their original duty. They don't prepare for the class carefully and paltered. Instead, they are keen on their sideline. They focus on making money and disregard teaching, engaging themselves in profit-making activities. Some teachers are even induced by materials and become unfair to students. It gives student awful impact for them to divulge test or give students unfair score. These deeds not only corrupted their figures but also go against the development of students and colleges.

B. Emphasize more on business and less on ideology

Some young teachers think lot of their gain and loss influenced by negative impact of market economy, as some colleges merely pay attention to the improvement of teachers' professional qualities and education background, while teachers' ideological quality and their professional ethics

are disregarded. They merely treat their occupation as a stable way of making a living, lacking professional dedication. In daily life, many young teachers think highly of their vocational study and despise the improvement of thought accomplishment. Some of them are indifferent to political study. They don't set a high moral standard for themselves, their mentality is always slack, and their world outlook, outlook on life and values are biased. Some are not strict with themselves, the consciousness is awful, and they cannot set an example by their action. Some of them are indifferent to others and only focus on the development of their teaching and researching. They palter with everything else.

C. Emphasize more on teaching and less on nurturing

Some young teachers only do their teaching in class and finishing teaching tasks, regardless of students' moral education. They only pay attention to imparting knowledge and never regard nurturing as their duty. Some young teachers do not have much contact and communication with students, nor do they care much for students. Therefore, they cannot know about the ideological trends of students and their hot and difficult topics, nor can they educate and guide students properly. Some young teachers lack moral cultivation and are indifferent to their identities. They even introduce something to class and neglect the orientation of their words. Thus they cannot be good examples and even give students bad impact.

Reasons of moral problems on young teachers

A. Problems of young teachers in their growth

Young teachers are just beginning to be teachers, and they don't form specific role awareness and regularize behavior. Although they enter the university just after they leave it, their roles have changed. As their experience is little, they have their ideals but divorce from reality, they love their life but easily become pessimistic when suffer, they think actively and easily go to extreme, and their self-awareness is great but they can hardly position themselves objectively. The concept of professional ethics can be formed in the following ways. For one thing, self-study and improvement is required. For another, the education and guidance of school as well as the social practice is also needed.

B. The negative impact of the market economy

Currently China is experiencing a crucial transition period. All kinds of social elements and values are impacting each other, and market economy system and relative concept gradually become core factors which dominate people's life style and values. Young teachers are easier to be influenced when the utility thought and fickleness are filled in the society. With the change of social environment and values and the tendency that the society pays more attention to specialty training and less attention to moral education, some teachers regards their occupations as means of living in their values and their behaviors. Some young teachers evaluate their occupation in a new social goal perspective, and judge their benefit distribution in a new value reference system. They just pursue pragmatism and material enjoyment.

Suggestions for strengthening teachers' morality construction of young university teachers.

A. Taking scientific outlook on development as the guidance to promote the harmonious development of morality construction of young university teachers.

Hu Chin-Tao, the general secretary pointed out that the Scientific Outlook on Development takes development as its essence, putting people first as its core, comprehensive, balanced and sustainable development as its basic requirement, and overall consideration as its fundamental approach. Owing to the particularity of teacher, the morality construction should be teacher-oriented. "Scientific Outlook on Development" should be the guiding ideology for the morality construction of young university teachers and "people first" should be insisted to solve the problems in the morality construction of young university teachers practically. We should be familiar with the personality characteristics of the youth and master their profession features and know their difficulties and demands and also care for their development and benefit in order to formulate the humanized policies and documents and implement teachers' morality construction. Morality construction of young university teachers should be developed in an all-around way; when teachers' moral cultivation is conducted for them, the professional ethic for cherishing posts and devoting wholeheartedly to work should be publicized; besides, we should also lead them to set up the

aggressive and innovative education concept.

B. Taking prominent teachers as the model to promote the overall enhancement of moral quality of young university teachers.

For teacher's ethics cultivation, theoretical education and leading role of model are both very important. The leading cadres of all the levels should set themselves up as examples to be the moral models for young teachers to learn from. Meanwhile, the overall enhancement of moral quality of young university teachers should be promoted by taking prominent teachers as models and using the experience of selected teachers to promote work in the entire area. According to the practical situation, the colleges and universities can propagandize vigorously and initiate excellent ethics models through various publicity means, such as campus newspaper, bulletin board, broadcast and internet to construct a good atmosphere of teacher's ethics in which the teachers cherish their posts and devote wholeheartedly to work, impart knowledge and educate people and act as the models for others. In addition, the teachers of noble ethics can be arranged for the young university teachers to be their tutors so as to implement the apprenticeship model similar to traditional Chinese medical science and conduct the overall guidance work from professional knowledge and skill to teacher's ethics so that the professional proficiency of young teachers can be promoted and also the interest and sense of honor as educators can be felt. More young university teachers should be encouraged to build firm occupational belief and gracious moral sentiments and strengthen morality cultivation consciously and improve themselves while promoting their professional skills continuously to realize the embodiment and promotion of teachers' value and improve the overall quality level of teachers.

C. Taking traditional culture as leader to build the excellent model of young university teachers.

The important ideology of "advocating morality and attaching great importance to education" was formed in Chinese traditional culture through the development and inheritance for 5000 years and special attention was paid to the learning and education of people and perfection and improvement of ethics and spiritual shackles. Undoubtedly, the excellent national culture tradition is the foundation and source of teacher's ethics and moreover, it is an important aspect of the promotion of excellent tradition and good morality to strengthen morality construction of young university teachers. Therefore, the harmonious campus environment of respecting teacher and his teaching, being a model for others, forging ahead, innovating with keen determination and caring for students are built through inheritance and promotion of nationality traditional culture in actual work. Morality construction of young university teachers should be further promoted and the excellent model that has traditional features and characteristics of the times should be built.

Conclusion

In a word, education is the foundation of national development in the long run. As the main force for the development of colleges and universities in the future, the morality level of young university teachers has great influence on higher education development. Hence, great importance should be attached; besides, scientific outlook on development should be taken as guidance, traditional Chinese culture as leader, characteristics and demands of young university teachers as starting point and also laws of professional ethics construction should be obeyed so as to implement the morality construction of young university teachers and build the socially accepted good image.

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