



COMPARISON AND APPLICATION OF SCIENTIFIC MANAGEMENT AND HUMANISTIC MANAGEMENT THEORIES IN SCHOOL TEACHER MANAGEMENT

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ABSTRACT

This article aims to compare the application of scientific and humanistic management theories in school teacher management, and explore their advantages, limitations, and how to integrate them in practice to improve teacher performance and development. Firstly, it briefly introduces scientific and humanistic management theories, and elaborates on their importance in education. Secondly, it analyzes the application of scientific management in teacher management from the perspective of performance evaluation systems and discusses its impact on teacher performance. Then, it explores the specific application of humanistic management in teacher management, emphasizing its role in promoting teacher satisfaction and innovation capabilities. The comparison part contrasts scientific and humanistic management in terms of management philosophy, goal setting, and incentive mechanisms and investigates their similarities and differences. Finally, it thoroughly discusses integrating scientific and humanistic management to achieve a more comprehensive teacher management effect. Through case analysis, it proposes integration strategies to balance task orientation and employee care. This article will provide beneficial theoretical guidance and practical suggestions for school teacher management practices.

KEYWORDS : scientific management; humanistic management; teacher management; performance evaluation; integration strategies

In today's rapidly evolving educational landscape, the role of school teachers is paramount. The demand for effective teacher management is continuously rising to enhance school performance and drive educational innovation. Two distinct management theories, scientific and humanistic, focus on task-oriented and employee-caring principles, presenting different avenues for managing school educators.^[1] This study aims to comprehensively analyze and compare school teacher management from the perspectives of scientific management and humanistic management theories, delving into their advantages and limitations. Furthermore, this paper will discuss how these two management theories can be integrated into practice to achieve a more comprehensive and effective teacher management outcome, offering valuable guidance to address the challenges in the modern educational domain.

1. Application and Effects of Scientific Management and Humanistic Management in School Teacher Management

1.1 Application and Effects of Scientific Management in School Teacher Management

The scientific management theory emphasizes standardization, task decomposition, and refinement management to enhance efficiency. In the context of school teacher management, this approach is often manifested through establishing and implementing performance evaluation systems.^[2] Through well-defined performance indicators, scientific management assists school administrators in quantifying teachers' work outcomes and establishing clear work objectives and tasks. This ultimately enhances teachers' work efficiency in the short term. However, scientific management may overlook factors such as individual teacher differences and curriculum characteristics, limiting its application in flexibility and innovation.

Scientific management has brought forth a range of advantages in school teacher management. Firstly, it emphasizes efficient work methods, enabling educational institutions to better address the challenges posed by a large-scale workforce in the academic environment.^[3] Furthermore, teachers' work objectives are clarified through performance evaluation, and task allocation becomes rational, promoting the clarity of work priorities. This, in turn, contributes to enhancing the overall quality of education.

However, scientific management also presents certain

potential limitations in school teacher management. While it tends to emphasize standardized processes and norms, it may inadvertently overlook individual differences among teachers and factors related to curriculum characteristics.^[4] This could result in an emphasis on efficiency while managing the inherent flexibility and creativity within education.

1.2 Application and Effects of Humanistic Management in School Teacher Management

The humanistic management theory focuses on employee needs and emotional care, highlighting the stimulation of motivation and creativity. In school teacher management, humanistic management is reflected in practical efforts to address employee needs. School administrators achieve this by listening to teachers' opinions and suggestions and fulfilling their requirements, fostering a positive work atmosphere.^[5] Moreover, humanistic management encourages teachers' involvement in curriculum design and improving teaching methods, enabling them to exert greater creativity and initiative in education.

Humanistic management brings forth multiple advantages in the realm of school teacher management. Firstly, it emphasizes fulfilling employees' personal and emotional needs, enhancing their job satisfaction and sense of belonging. Secondly, humanistic management stimulates employees' potential for innovation, making them more inclined to explore new teaching methods and strategies, elevating the quality of education and students' learning outcomes.

However, humanistic management also encounters particular challenges in school teacher management. Due to its focus on individual differences and the needs of employees, it may result in overly flexible management, bringing challenges to achieve consistent objectives. Additionally, while pursuing employee satisfaction and innovation, a balance must be maintained to ensure educational efficiency, thus safeguarding the school's overall functioning.

2. A Comparison of Scientific Management and Humanistic Management

2.1 Contrasting Management Philosophies: Task Orientation and Employee Care

The scientific management theory emphasizes task orientation, highlighting enhancing organizational efficiency

and productivity through standardization, regulated processes, and well-defined objectives.^[6] Its essence lies in breaking down and decomposing tasks, ensuring that each member comprehends their responsibilities and the tasks they need to accomplish. When applied to school teacher management, this approach can aid in establishing well-defined teaching objectives, ensuring the organized implementation of curriculum, and elevating the quality of education.

On the other hand, the humanistic management theory emphasizes addressing employees' emotional needs and personal growth. It underscores that managers should be attentive to their employees' psychological and emotional well-being, encourage their participation in decision-making, and provide constructive feedback and support.^[7] In school teacher management, humanistic management underscores creating a positive work environment where teachers feel valued and supported, enhancing their work motivation and job satisfaction.

The comparison between these two management philosophies highlights the balance between task orientation and employee care. In its emphasis on efficiency, scientific management may inadvertently overlook employees' emotions and individual differences, leading to stress and resistant emotions among teachers. On the other hand, humanistic management, despite its emphasis on employee well-being, could lead to vague objectives and reduced work efficiency due to excessive focus on employee needs.

Schools can balance task orientation and employee care by integrating these two management philosophies.^[8] With clearly defined task objectives and focused on employees' emotional needs, teachers are better equipped to accomplish their tasks within a positive work environment. This composite management approach facilitates the enhancement of teacher development and contributes to overall school performance improvement.

2.2 Comparison of Goal Setting: Outcome-driven and Development-Oriented

Regarding goal setting, scientific management emphasizes result orientation, namely clear, quantifiable task goals and performance indicators. This helps to clarify employees' work objectives and task allocation, highlighting efficient task completion.^[9] In contrast, humanistic management focuses on development orientation, emphasizing employees' career development and personal growth. It encourages employees to pursue self-improvement and aligns goal setting with employees' long-term development goals.

3. The Integration and Application of Scientific Management and Humanistic Management

3.1 The Theoretical Foundation and Value of Integration

As two management theories, scientific management and humanistic management emphasize different management priorities, respectively, but they are not in an antagonistic relationship. Instead, they can be integrated. The theoretical basis for integration is that scientific management stresses task orientation and efficiency, while humanistic management values employee needs and emotional care.^[10] By integrating both organically, a more balanced management approach can be established, one that enhances efficiency while also addressing the humanistic needs of employees. This integration holds significant value within school teacher management, enhancing educational quality and fostering teacher development.

3.2 Case Analysis in Practice: How to Organically Integrate the Two

In school teacher management, the organic integration of scientific and humanistic management is a pivotal step

toward improving education quality and teacher development. Through case analysis, we can explore how these two management philosophies can be merged to create a more effective management paradigm.^[11]

In simultaneously setting clear objectives and addressing employee needs, school administrators can initially establish distinct teaching objectives and tasks through scientific management. However, in formulating these objectives, it is crucial to consider teachers' opinions and feedback. Administrators can communicate closely with teachers to comprehend their needs and concerns, ensuring the reasonability and feasibility of the objectives. For instance, when devising curriculum plans, seeking input from teachers can render teaching objectives more practically meaningful while fulfilling the overall developmental requirements of the school.

In summary, through case analysis, it is found that the organic integration of scientific management and humanistic management can facilitate a more comprehensive approach to teacher management. Clear objectives and task orientation align harmoniously with employee needs and innovative care throughout the management process. This fusion model aids in achieving equilibrium between task orientation and human care, enhancing educational quality and fostering teachers' growth and development.

4. CONCLUSION

This study has distilled the following key findings through an in-depth exploration of the comparison and integration of scientific and humanistic management in school teacher management. The scientific management theory emphasizes task orientation and efficiency, excelling in standardized tasks and workflow, whereas the humanistic management theory focuses on employee needs and emotional care, fostering a positive work environment and elevating employee satisfaction. Through comparison, we recognize the significance of organically merging the two to achieve equilibrium between task orientation and human care.

The fusion of scientific and humanistic management holds crucial value in school teacher management. In the modern educational landscape, a single management approach no longer suits the demands of rapid change. By merging scientific management and humanistic management, a balance can be struck between performance assessment and employee care, granting teachers more developmental opportunities and emotional fulfillment under the guidance of tasks. This composite management model aids in cultivating a positive educational culture and propels schools' overall development.

Looking ahead, we can delve further into integrating scientific and humanistic management. Through additional empirical studies and case analyses, we can explore the effects of various integration strategies in diverse educational environments, offering more specific guidance to school administrators. Additionally, focusing on the impact of emerging management theories and technologies on teacher management will extend the prospects of management research in the educational realm. Through continuous exploration and innovation, we aspire to achieve more significant accomplishments in teacher management, contributing to the development of schools and enhancing academic quality.

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