

Research on Performance Salary Management System of University Teachers Based on Learning Organization Theory

Rui Zhou

Preparatory Office of Jinhua Institute of Technology, Zhejiang, China

Abstract: This paper summarizes the origin and basic concepts of learning organization, compares and analyzes four mature theoretical models of learning organization, and provides some useful references for further studying organizational learning and establishing learning organization. The learning organization theory, which came into being in 1990s, is a systematic management theory based on systematic thinking. It is recognized by the world as one of the most advanced management theories so far, and has been accepted and applied by more and more managers. With the rapid development of computer network skill and information skill, informatization is rapidly integrating into all fields of society, and its influence on contemporary society is obvious. In terms of functions, there are four modules: system login management, personnel basic data management, performance pay issuance management, performance pay query management, text information management, system maintenance and so on. Salary issuance management is the core of the system, including monthly basic reward performance salary issuance management and year-end comprehensive reward performance salary issuance management. This performance-based salary management system provides a reference for promoting the management informationization of higher vocational colleges.

Keywords: Learning organization theory, College Teachers' Performance Salary Management System.

1. Introduction

The reform of income distribution system in higher vocational colleges, which focuses on performance pay, is deepening. However, in the process of implementation, performance pay cannot be issued in time, and the immediate incentive function of performance pay cannot be fully realized. At the same time, the development of economic globalization and social informatization is causing a profound change in production and lifestyle. Accelerating the implementation of the informatization of college teachers' financial engineering is not only an urgent need for colleges and universities to carry out campus informatization, but also a very urgent task to further change the performance salary of college teachers, enhance the transparency of financial work of various institutions, and avoid the interception of funds in various departments and colleges, and there are unreasonable "small coffers". With the rapid development of management science and information skill, the design and implementation of performance-based salary management system has been widely used in modern enterprises, and it has played an important role in stimulating the enthusiasm and creativity of employees and improving the competitiveness of enterprises. In view of the positive significance of performance-based salary management system in salary incentive, it is particularly urgent to introduce this system into the performance-based salary management of university teachers, so as to stimulate the enthusiasm of university teachers in teaching and research, give full play to their creativity, improve the efficiency of research and teaching quality, and finally realize the benign interaction and win-win development between teachers and schools [1-2]. The management of performance pay in colleges and universities is the management work that the salary managers in colleges and universities plan, organize, coordinate, implement and

supervise the payment of performance pay for the majority of faculty and personnel, as well as the inquiry, statistics and analysis of relevant data, according to relevant national and local policies, laws and regulations. The rapid development of modern management science and network information skill has greatly improved the level of personnel and salary management in all walks of life. Today, human development is very fast! A new management theory is born every eight months on average! However, there are only 35 kinds of cutting-edge management theories in the past 100 years, which are learning organization and process reengineering. In America! 80% of the top 25 enterprises use this theory. Intel, Motorola, Microsoft ... The learning organization theory involves many fields such as management, sociology, psychology, economics, etc. Its development has absorbed the research results of many disciplines. One view is that the learning organization originated from system dynamics founded in 1956 by Professor Forrest of Massachusetts Institute of Skill [3-4]. System dynamics is an applied science, which is based on the feedback control theory of the system and uses computer simulation skill as the main means to quantitatively study the dynamic behavior of the system development, emphasizing the analysis and solution of problems from the viewpoint of system, connection and development.

2. Research on the Theory of Learning Organization

2.1. Connotation of Learning Organization

International academic circles have defined the concept of learning organization from three perspectives. It is mainly defined from the perspective of ability and skills, and the representative figure is Peter Shengji. In the Fifth Practice of Cultivation, Peter Shengji pointed out that a learning

organization is such an organization. "Members of this organization continuously exert their abilities, create the desired results, cultivate new thought forms and shape the collective atmosphere. Here, all members learn how to learn from others. Nowadays, all enterprises in the world can be divided into two types: one is hierarchical power control enterprises, and the other is learning enterprises. Information shows that when comparing the top three "learning" enterprises in the world's top 500 with the top three "hierarchical power control" enterprises, it is found that the profit of learning enterprises is 35 times that of traditional hierarchical power control enterprises, which shows the great superiority of learning enterprises [5]. Organizational learning occurs when organizational members take on the role of organizational learning agents, find and correct organizational errors in theory and practice to adapt to changes in the environment inside and outside the organization, and at the same time take the learning results as shared experiences between individuals and organizations. An entity (organism or organization) is learning if the scope of its potential behavior changes through information processing. The concept of organization in Xi-type organization is very broad, such as the organization of Renmin University, the organization of Party organizations, and even the country is included in this organization. In the research, a corresponding model diagram is established to analyze and explain it, as shown in Figure 1.

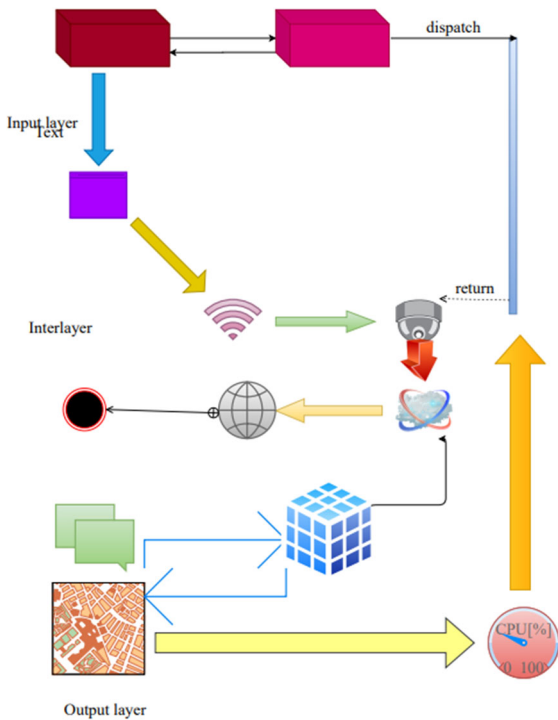


Figure 1. Framework diagram of learning organization model

Learning organization is to give full play to the creativity of each employee, and strive to form a learning atmosphere that pervades the group and the organization. With learning, individual value is reflected and organizational performance is greatly improved. The traditional management concept needs to be changed urgently; With the increasingly fierce competition among enterprises, innovation becomes the key to the development of enterprises. Profound changes in people's values; Widespread dissemination of lifelong

education thought; Higher requirements for the quality of enterprise managers; The concept of "people are the biggest capital of enterprises" forms a consensus; The needs of the era of knowledge economy. Learning-oriented organization is an organization in which all the organizational personnel can devote themselves wholeheartedly and keep increasing their learning ability. "Please note that learning ability is composed of three elements, learning motivation, learning perseverance and learning ability". Learning organization is such an organization. First, it emphasizes learning ability; second, it emphasizes vitality; third, it emphasizes organizational creativity. It reminds us that no matter what line, industry and position, innovation must be the main theme if you want to succeed, or you will lose. Learning and learning organization are two closely related concepts, which interact with each other and promote development [6]. Among them, organizational learning is the core of building a learning organization, and building a learning organization is the goal of organizational learning.

2.2. Study on the Algorithm and Characteristics of Learning Organization

To evolve into a learning organization and maintain a lasting competitive advantage, we must carry out five disciplines: self-transcendence, improvement of mental model, establishment of common vision, team learning and systematic thinking. Learning organization is a kind of organizational form, while organizational learning is an internal (learning) activity or process; Learning organization needs hard work, while organizational learning can exist without any effort. The basic content of learning organization theory is "five disciplines", which are self-transcendence, improvement of mental model, establishment of common vision, team learning and systematic thinking. These five skills are indispensable, and they are interrelated and together constitute the basic framework of learning organization theory. Self-transcendence is a kind of spiritual power. They have the goal they sincerely desire to achieve, concentrate their energy, have patience, and constantly accumulate their own energy for their deepest desire to achieve. They have a belief that they will not give up until they achieve their goal. People who dare to surpass themselves are lifelong learners and innovative people [7-8]. Abandon the old way of thinking and routine procedures when solving problems and engaging in work; As a part of the relationship system, members think about the interaction of all organizational processes, activities, functions and environment; People communicate with each other frankly; People abandon personal interests and departmental interests and work together to realize the common vision of the organization. In the research, the corresponding algorithm formulas are established to analyze them, such as formulas (1) and (2) and (3) plus (4) and (5).

$$\alpha \frac{17}{1} \otimes \frac{1}{17} - 1 \quad (1)$$

$$\frac{1}{r} l, \cap_{-x_r^H} 51 \quad (2)$$

$$\Gamma \frac{1}{-1^1} x \vdash \arctan' 1 = x + 1^1 \quad (3)$$

$$\frac{1}{\vdash x} \nabla / \sqrt[1]{1} \frac{1}{l} r = 1^{1,2/2} \quad (4)$$

$$1 = x + \sum_{x \rightarrow \infty}^{-1-1} -|-\pi r|^1 = 1 - r \quad (5)$$

In the primary stage, corporate learning is unconscious; In the consumption-oriented learning stage, with the development of enterprises and the intensification of competition, enterprises began to send some employees to study abroad; In the stage of learning and introducing enterprises, enterprises begin to consciously develop specific projects they need internally; In the stage of determining the learning schedule of the enterprise, the enterprise has incorporated learning into the daily work of the organization and closely integrated it with the business objectives of the enterprise; At the stage of complete integration of study and work, the enterprise is completely built into a "learning organization". The motive force for its formation is not the short-term need of self-governance or strategy, but the objective demand of enterprises for talents caused by market competition. The pursuit of profit by enterprises in competition is the permanent motive force for the formation of talent pooling mechanism. The formation of national talent pooling mechanism not only needs the promotion of the government, but more importantly depends on the strength of enterprises. All kinds of organizations have been learning how to change. According to the different operating mechanisms of organizational strategic change, three organizational strategic reform models can be distinguished. From the perspective of strategic planning, Rui believes that the viability of the future organization depends on whether it can carry out systematic and rapid changes, and emphasizes the important position of organizational learning in organizational change and development [9-10].

3. Research on Performance Salary Management System of College Teachers

3.1. Performance Pay Skill Research

Salary management is one of the key tasks of personnel and financial departments in colleges and universities. It occupies an extremely important position in daily management, and is a major event that really involves the vital interests of the majority of faculty and personnel. The wage management business in colleges and universities is very policy-oriented, involving a huge amount of data, numerous statements and detailed entries, which requires accurate and safe wage data and personnel information. Teachers' personnel management includes the management of teachers' talent pool, teachers' entry, resignation and retirement, and teachers' information maintenance. The talent pool records the information of talents who intend to apply for teachers in our school, and provides guarantee for the introduction of talents in our school. When a teacher is employed, he/she should enter his/her personal basic information, educational experience, work history and professional title information, which can be used as the benchmark for setting teachers' basic salary and bonus. From the macro level, the research and development of performance pay management system in higher vocational colleges can effectively promote the informatization process of vocational education. "Information skill has a revolutionary impact on the development of education and must be highly valued." With the rapid development of computer skill, salary management system is one of the popularization achievements of computer application in university management information system. The earliest wage management system was developed abroad, and it was based on DBASE series. Advanced management theory is the

connotation of the development of modern management science and the integration and development of all modern management theories. With the help of the knowledge of modern management science, the performance pay management system in colleges and universities should be designed according to an adaptive system that can not only meet the actual work needs, but also update the relevant functional modules in real time with the continuous advancement of performance pay reform. According to its research, a corresponding data map is established to analyze it, as shown in Figure 2.

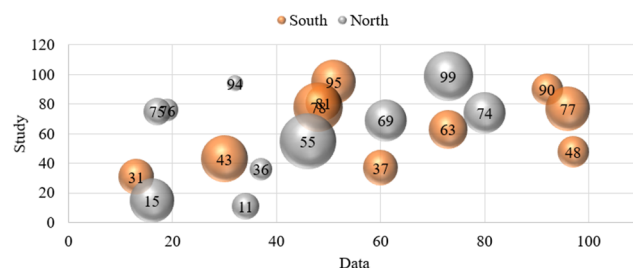


Figure 2. Performance management data analysis diagram

According to the modern management theory, any advanced system should fully consider the use of advanced management scientific knowledge, and the established system should have perfect functions, consistent implementation and design, stable system, high execution efficiency, good interactive communication function, simple system update and maintenance operation, etc. Therefore, the performance-based salary management system in colleges and universities should be designed and developed under the guidance of the above-mentioned modern management scientific knowledge. The design and development of modern management information system not only needs the related theories of system development as the foundation, but also needs the corresponding computer skill as the implementation platform. The design and implementation of performance salary management system in colleges and universities mainly involves computer technologies such as ASP web page design and development skill, Microsoft Access database, ODBC skill and B/S structure mode.

3.2. Research on Performance Management System

The basic personal information of teachers mainly includes the work number, name, ID number, date of birth, political outlook, working status, etc. Among them, the work number is the primary key of teachers, that is, the unique identification of teachers. A teacher corresponds to multiple records of educational experience, work history and professional titles. During the development of salary information system, structured method can describe the logical structure model of software system, which clearly describes the process of the whole software activity from input to output, which is executed by human or computer. Data flow graph is a graphical tool that is very competent for the above requirements, and it has been proved to be a valuable graphical model in building process models. As the monitor of the main process of the teacher's salary management system, the financial personnel can also act as the system manager. According to the authority granted by the system, they can manage and operate the salary data of different

authority ranges in the system. The Party and Government Office of the College is responsible for filling out the form, submitting for approval, following up and reporting the handling of the matters to be supervised, and conducting the assessment in conjunction with the relevant offices, and submitting the assessment results to the Personnel Department. According to the assessment results of the supervision matters, confirm the completion time and work performance of the personnel undertaking the supervision matters. In the management of monthly basic reward performance pay issuance, workload points and scores should be input, so that computer skill can be used to manage the performance pay issuance of teaching personnel. It is necessary to input a batch of data in stages, including: the average score of monthly basic reward performance pay; Basic information of teaching personnel. There are some special data streams in the salary information management system. The execution of these data streams is seriously time-related, and they are often completed within the specified time period. They can be automatically processed according to the execution logic without the user's operation. Such events are called planned tasks in structured analysis.

4. Conclusions

In order to better develop the college teachers' salary management system, the following work needs to be done: pay constant attention to the form of college teachers' salary and the introduction of corresponding national policies, adopt the latest software design skill, combine the database and programming language with the B/S mode development idea, and focus on the reusability of the system for further research. Learning organization theory is an advanced modern management theory, and learning organization is an advanced modern management mode, which is not a fancy fashion. Each enterprise team has its own characteristics. Only by combining the advanced management concept with the reality of the enterprise, constantly using it and practicing it, can it make great use of it. On the premise of promoting target management, realizing rational allocation of resources, and scientific and efficient performance distribution in colleges and universities, combining with the performance allowance distribution system adapted to the development of colleges and universities, the completion of targets and tasks is directly linked with performance allowance, so as to achieve fairness, openness, excellent performance and reward, fully mobilize the enthusiasm and scientific research creativity of the majority of teaching personnel, with a view to improving the teaching quality and efficiency of colleges and universities, and promoting the realization and harmonious development

of the established goals of colleges and universities. From the perspectives of modern management theory, advanced network skill, web page design and development skill and database skill, this paper analyzes the feasibility of the performance-based salary management system, and analyzes the requirements of the system from the aspects of user requirements, overall functions, system performance, system functions, etc., and briefly describes the related knowledge of system modeling.

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