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Building relationship between faculty leaders and faculty members to enhance teaching and research competency at the universities

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Abstract

The quality of school activities is derived by many factors, including the effectiveness of pedagogical activities of teachers, subjects of educational and teaching activities. Pedagogical performance of teachers is derived by many factors. A number of studies has theoretical models of factors affecting teachers' effectiveness of teaching including 7 elements, namely: Nature of work; Salary, bonuses and allowances; Colleague relationship; Management, leadership; Training and advancement opportunities; Infrastructure; Student feedback and results.

Practical research results show that there are 4 factors that really affect the effectiveness of teachers' teaching, specifically student feedback and results; Friendship collanguge; Facilities and wages, bonuses and allowances. In particular, Collaborative Relations have the second highest level of influence, after the factor Feedback and student results. Thus, it can be seen that both theoretically and practically, it shows the important role of colleague relationship in teacher performance.

Keywords: Faculty, Subject, Lecturer, Training Quality, Vietnam

1. Introduction

In the present era, our Party and State carry out the propaganda, education and mobilization of the entire Party and people, and the whole people always try their best to study and practice the moral example Ho Chi Minh has brought to the staff. Ministry - teachers - staff - students have a deep awareness of the origin, content, values, and role of Uncle Ho's thought, steadfast in Marxism - Leninism, making Ho Chi Minh Thought, the leader of the Communist Party of Vietnam. Marxism-Leninism increasingly plays a role in the spiritual and ideological life of each individual, and especially in schools, creating a movement for schools to practice moral qualities, repel moral degradation. Lifestyle ethics, the more trust in colleagues, the more focus on completing the educational goals set by the industry, contributing to the construction of a sustainable development country.

With the profound direction of the Party Committee, the Board of Directors, the good coordination of the Trade Union, the attention of the leadership committees, the local authorities and people, and the love and trust of the parents. and students...

Organizations in the school are growing steadily, besides directing the school trade union to promote the functions of propaganda, enlightenment, struggle and self-criticism, becoming the bloc agreed to promote the common movement, which gave cadres and civil servants really peace of mind, excitement, love for their job, love for school, and enthusiasm for work.

Building a strong collective in an agency is a practical job, especially building a spirit of internal solidarity in a collective is not simple. Even in a family between brothers and sisters sometimes disagree, disagree on opinions, even everyone wants to spend more on themselves, so in a large group of people it is even more complicated. Therefore, building internal solidarity in an agency is a top priority, carried out regularly, not overnight, requiring managers to invest a lot of effort and enthusiasm. With the profession, using all abilities and wisdom to run the team to operate according to the trajectory to achieve the set goals. If the manager doesn't pay attention, thinks it's not important, disagreements can happen at any time.

2. Approach 1: The relationship between Faculty/Department leaders and lecturers is based on the pure criterion of completing the work:

2.1 About approach 1:

Motivate teachers to do their job well

To carry out fundamental and comprehensive renovation of education, the Ministry of Education and Training develops and implements a new program of high school textbooks. In order for the program to be implemented effectively and to respond to

teaching in a positive way, the teaching staff needs to be qualified. At the same time, encouragement will help teachers become more attached to the profession.

Training to meet teaching requirements

In the near future, we will apply a new textbook program for all grades. Therefore, the role of pedagogical schools is very important in training teachers. To meet the requirements of teaching, pedagogical schools must base themselves on the standards of knowledge and skills of the educational program, and the professional standards of teachers at all levels issued to adjust the program. training methods and forms to be able to train a new class of teachers to meet the upcoming general education teaching requirements. A current situation is that a part of teachers has met the standards, above the standards of training qualifications required by the school level, but have not met the standards of professional capacity, lack of pedagogical skills. To overcome this situation, it is necessary to strengthen the training of pedagogical skills in schools, improve the quality of internship and internship activities. General schools must promote fostering activities at work and at work to enhance teacher training skills; Create opportunities for teachers to develop professionally inside and outside the school. Education and training institutions need to work together to create a regional professional development environment.

Studies have also shown that: The knowledge and skills of teachers are closely related to the content and problems of the subject they are equipped with. Focusing on content also means valuing students' prior knowledge and experiences related to the lesson and using a variety of strategies to engage students actively in exploring and discovering new ideas. new knowledge. Training institutions need to constantly expand the professional development experience of teachers. Instead of holding a few discussions, teachers should be encouraged to discuss whenever they have problems or questions at work. Teachers' learning is most effective when they collaborate with their peers both inside and outside the school, or when they learn from the experiences of outside researchers and experts.

Facilitating and encouraging teachers

In addition to the problem of creating conditions to promote the teaching capacity of teachers, the State should have policies to encourage and create work motivation for the contingent of teachers. In education and training, in order to get motivated for staff and teachers to work, the role and responsibility of education managers is huge. That is, they have to find a way to create that momentum. Labor motivation is understood as the internal factors that stimulate people to work actively in the conditions that allow to create high productivity and efficiency. Therefore, the goal of managers is to create motivation so that employees can work at their highest efficiency.

In order to promote the collective strength and working spirit of the teaching staff, administrators must focus on building goals and tasks for staff and teachers. These are: Tightening the order and discipline in teaching work; strictly follow the procedures in assessing learners. Determine specific goals and work performance norms and standards for employees. Teachers must be empowered and held accountable. Therefore, it is necessary to have regular and fair assessments of the level of task completion of each employee.

In order for teachers to have more motivation to contribute, the State needs to have labor incentives through bonuses. This is an important compensation tool in motivating them to work and contribute. This important work must be done regularly, not until the end of the year as it is now. For example, the selection of excellent teachers, teachers with many initiatives, and the best teachers can be conducted monthly or quarterly. Managers also need to pay attention, recognize and reward teachers who are not in the list of excellent teachers but always try to do good work, who have overcome difficulties and surpassed themselves. surname.

Creating work motivation helps officials and teachers to improve themselves. When motivated in work, teachers and staff will make more efforts to learn, draw on work experience, improve knowledge and qualifications to improve themselves. When stimulating any activity of a teacher, administrators must pay attention to psychological factors such as work purposes, interest needs, and work motivations of each individual. The creation of motivation to stimulate employees to work has the effect of connecting teachers with agencies and schools to retain good teachers. This helps to increase the level of satisfaction, trust, attachment and commitment of teachers and staff in the school agency; Reduce the time and cost of recruiting and training new sets of teachers. That is the foundation to increase the scale of training to improve quality and improve the lives of officials and teachers.

2.2 Advantages and disadvantages of approach 1:

Professional standards for university leaders in Vietnam have been developed with a clearer emphasis on students, student learning, and leadership fundamentals. school to ensure that each student receives a good education, while enhancing the effectiveness of school leadership in contributing to student academic success. Accordingly, in school management and operations, effective school leaders must manage learning and resources to promote each student's academic success and development. Specifically, effective leaders must:

- Establish, manage, and oversee operations and administrative systems to advance the school's mission and vision.
- Strategically manage human resources, assigning and scheduling teachers and staff according to roles and responsibilities that optimize their professional competencies to address each student's learning needs.
- Finding, acquiring, and managing financial, physical, and other resources to support curriculum, instruction, and assessment; manage student learning community, professional competence of teachers, staff, family and community involvement.
- Responsible, ethical and at the same time responsible management of the monetary and non-monetary resources of the school, engaging in efficient budget expenditure and accounting practices.
- Ensure the work of teachers, staff and student learning is not interrupted. Use technology to improve the quality and efficiency of the management and implementation of school activities.
- Build and maintain data and communication systems to provide operational information to classrooms and to improve schools. Know, comply with, and help the school community understand local, state, and federal policies, rights, laws, and regulations that promote

student success.

- Build and manage relationships with school support agencies and affiliated schools to manage enrollment and training programs, delivering clear messages about learning and teaching.
- Build and manage effective relationships with central offices and school boards.
- Develop systems of governance to manage equitably and equitably avoid conflict among students, teachers and staff, leaders, families, and the community.

3. Approach 2: The relationship between Faculty/ Department leaders and lecturers is based on pure satisfaction with the working environment:

3.1 About approach 2:

Employee satisfaction is an important criterion in achieving business goals as well as work performance. Employee satisfaction is made up of two factors: internal (intrinsic) and external. Intrinsic satisfaction is the feeling of success when an employee completes a task. External satisfaction depends greatly on the employee's satisfaction with colleagues, management, organizational culture and compensation system. Working environment is a factor affecting external satisfaction and there are many factors that managers can influence to increase this satisfaction index.

3.2 Advantages and disadvantages of approach 2:

a) Feedback (feedback)

If employees are working in an environment where colleagues are willing to contribute and give constructive comments, their satisfaction level will tend to increase. In such an environment, employees will easily develop themselves as well as work capacity. Moreover, supervisors should spend more time on interaction, providing useful information to improve work efficiency and avoid focusing only on mistakes. Comments and suggestions should be made continuously and from both sides.

b) Learning opportunities

Learning opportunities improve job satisfaction because they provide advancement opportunities for employees. The work environment should support learning opportunities, including learning from mistakes. The company has a culture that encourages employees to learn through training programs that will facilitate employees to increase knowledge and continuously improve work processes. A good learning environment will create a higher level of job satisfaction.

c) Rewards and Recognition

Businesses that have a timely and fair reward policy in recording employees' efforts will have a high level of job satisfaction. Outstanding contributions can be financial or non-financial – depending on employee needs and corporate policy. In fact, however, employees often respond better to non-financial rewards – such as the “Excellent Employee” award – because it boosts their self-esteem.

d) Surveillance style

Supervisory style has a direct influence on job satisfaction. Businesses that tend to monitor too closely can receive a decrease in job satisfaction. This is related to people's need for self-esteem and self-assertion such as independence, trust, respect and participation in a collaborative work environment. An overly strict supervisory style indicates a lack of trust and empowerment. Hence, it leads to lower job

satisfaction.

e) The “physical” environment

The working environment and office design of the company also have a certain influence on employee behavior and job satisfaction. Creatively designed workplaces facilitate the flow of information, improve communication, and increase productivity. On the contrary, if the office is too poorly designed, it will lead to frustration and reduce job satisfaction.

4. Seeking a harmony between the two above approaches to improve faculty capacity, reputation and training quality at Vietnamese universities:

Along with carrying out the mission and fulfilling the tasks of the functional departments, the school is responsible for building its team of unity and unity through finding a balance between the two approaches above. To do this, the school needs to perform a number of key tasks:

1. Continue to promote the implementation of the implemented solutions and achieve positive results. Gradually build a strong team in all aspects.
2. The management board must really care about the school's internal affairs in all teaching and learning activities, so that the administrators can come up with many reasonable measures to bring the highest efficiency.
3. In the propaganda work, it is necessary to thoroughly understand all members of the school to study and practice to follow Ho Chi Minh's moral example. Live and work in accordance with the Constitution, Laws, guidelines and policies of the Party and State. Since then, forming in every member a pure moral quality of life. There is a spirit of mutual love, mutual affection, mutual support in colleagues, a compassionate heart in the community, always devoted - dedicated - devoted to students. Actively participate in well implementation of the campaign contents: "Democracy - Discipline - Love - Responsibility", "Each teacher is an example of morality, creativity and self-study", "Study and follow Ho Chi Minh's moral example", Actively "build friendly schools, active students".
4. In the operation of the school, it is necessary to prevent the phenomenon of internal disunity from occurring, leading to a decrease in the quality of the unit's operations. Always find out the cause of the conflict, the education manager needs to be firm, confident, and eager to find solutions to solve it in a timely and reasonable manner, avoiding the long backlog that will affect the situation. great influence on internal solidarity.
5. At work, the centralized democracy in the agency is demonstrated. All issues need to be agreed and ultimately still the decision of the school leadership. Rewarding and handling the right people for the right job creates fairness in the unit.
6. Paying due attention to the team, working fairly, dividing labor fairly and suitable for each object, handling all situations flexibly, delicately, skillfully and timely.

Although the results have not been completely thorough, they have shown positive results when implementing measures and solutions to build a unified team in school agencies. This is a task that needs to be promoted throughout the process of working in the agency in the

coming time, contributing to bringing the quality of the school up step by step, meeting the general requirements of the industry and the sustainable development of the society. festival.

5. Conclusions and recommendations

5.1 Conclusion

In the increasingly strong development of the country in the current period, we can see the fine tradition of the heroic Vietnamese nation, a nation with a tradition of patriotism and solidarity from time immemorial. The country is proud to have a genius leader who has both led the country through the storm to come to independence and reunification, and is a great example that we need to learn to this day. Proud to have the Party and State with feasible guidelines and policies that have brought the country closer and closer to par with the world. Our forefathers have left us many valuable lessons from time immemorial, especially calling on the entire nation to win in all fields first of all, united and united. So, in order to get a good result in each agency, unit, even in the education industry in general and our secondary school in particular, why not build the school as a whole? unite to create a great strength no matter what difficulties hinder us. The experiential initiative on building internal unity in schools to improve the effectiveness of education is presented within the limited scope of management for civil servants in the school, with the desire to be delegates, colleagues consult and contribute constructively to make the topic more complete, actively contributing to building our education system more and more quality and sustainable.

5.2 Recommendations

1. The administrative staff is the person who carries out the propaganda of political and ideological education, creating conditions for each member to clearly define the focus of work in the school. Focus on building a team that always shows the right spirit, awareness, belief and guidelines, policies and laws of our Party and State today, always trying our best to study and follow the example of Ho Chi Minh morals. Regularly educate cadres, teachers and employees to have a sense of independence and self-control to create unity and unity from awareness to action. Always uphold the spirit of vigilance, do not be vague, do not waver in the face of difficulties, be wary of external objects that sting, distort, and disrupt the school's internal affairs. Promote the leadership role of the Party in the school cell. Management staff regularly propagate the guidelines, policies, guidelines of the Party and the State's laws to each mass audience in the unit, and promptly correct them when detecting cases. showing signs of misperception. Every teacher always tries his best to implement the ethical standards of teachers and is honored by society as the "Engineer of the Soul".
2. School leaders are always exemplary pioneers in all tasks, not bureaucratic, bossy, and authoritarian, but must always listen to and absorb ideas from their subordinates to take additional measures, suitable adjustment. For example, from a given task assignment direction that has many constructive comments, the school leader must review whether his decision is correct as the constructive comments of his subordinates, then supplement, adjust immediately, do not hold on to your wrong views. In fact, currently in

some school units, a few leaders have not paid enough attention to creating a happy working atmosphere for their units, but always rigidly a principle that may not be suitable. when applied regularly. For example, there are units that, for a small reason such as the emulation work, have caused disagreements between teachers and school unions, department heads and school administrators, even leading to teachers. complaints to management levels. Therefore, the leader must grasp and solve it in a timely and reasonable manner, clearly explaining the mistakes that the teacher unintentionally or intentionally stubbornly fails to recognize, which will give a distrustful view in leadership. When they get the right attention, help them see clearly the wrong thing to fix that the manager has analyzed, from which they will immediately fix it and work better with the spirit of self-discipline, voluntariness, efficiency. higher performance.

3. School administrators need to be very interested and enthusiastic in building their team to synergistically perform the school's mission. First of all, school leaders need to find out and firmly grasp each object in their unit by information sources, through direct and indirect communication with teachers, etc., thereby having a favorable basis in choosing choose a more flexible and appropriate management method. Must understand the situation, working style, thoughts and aspirations of each member in order to assign work appropriately. With that kind of attention, they will certainly devote themselves to trying their best to complete the task. Therefore, in the assignment of work is also very important, to be democratic, open, and fair. Managers should minimize the assignment of tasks that are not suitable for their forte capacity that they are expected to complete. but the efficiency is not high. In the process of implementation, managers need to monitor, check and monitor the work progress to what extent? From there, there are appropriate adjustment solutions to prevent problems from happening, not to let new problems arise. However, it is also necessary to strictly adhere to the principle that individuals strictly abide by the decisions of their superiors when those decisions are correct and reasonable.
4. It is necessary to promote the role of unions in the school. The trade union executive committee is the bridge between the members and the school administration to build internal solidarity in the school. Through the school's trade union, managers and staff will be able to capture more information, thoughts and aspirations of teachers and trade union members to take timely and effective measures. The members of the Executive Committee of the unions need to support the school to create joyful communication activities to create the closeness of all members in the school, to avoid the phenomenon that the school teachers divide into groups. each group opposes each other, causing internal disturbances affecting the performance of the agency's tasks. Assign responsibility to unions to organize their field activities according to the general orientation of the school's resolution. In school activities: Principals, professionals, unions, and leaders create conditions for teachers to present their thoughts and contribute enthusiastically about measures to perform tasks, as well as resolutions. of the Board of

Directors. From those opinions, it will be discussed and implemented by many measures, and finally, after reaching agreement, a reasonable and appropriate way will be chosen and the management staff will make a decision to implement. The school union needs to organize many activities with rich and effective content that will bring positive results in building a team of solidarity and high consensus.

5. In assessing the work capacity and the level of task completion of teachers and school administration staff, they must also be fair and reward the right people and the right jobs. The teacher's handling of mistakes is not rigid, but flexible. For the cases of teachers' mistakes, it is necessary to see clearly the causes and reasons why the teacher violates in order to take measures to remind and help teachers to overcome their existence, not according to rigid principles. handling will lead to unfortunate consequences, except for cases of violations that greatly affect school work, which need to be handled strictly and thoroughly.
6. In implementing the regime for officials, teachers, employees and the financial management of the school, it is necessary to implement the principle of centralized democracy, clear publicity, and avoid erroneous and deviant thoughts of subordinates. For upper-level leaders who have negative financial problems, it is necessary to solve the teacher's regime fully in accordance with the issued financial principles.
7. In case when there is an internal disunity, there is always conflict between members of the school, how should the school's leaders seriously investigate the cause? What leads to discord among teachers? It is very important to coordinate with key members of the school to solve the above problem, avoiding the phenomenon of neglect that will lead to long-term conflicts that negatively affect the school's work. In case of violation, it should be handled and brought to the school board to warn and learn from experience. Implement the work of solving the problem completely and satisfactorily right from the grassroots, avoiding the delay and backlog that will cause unexpected incidents that cause distrust of students, parents, and society about the society. school co-pedagogy.
8. For the case of conflicts occurring among managers, each individual should review and re-examine in each word and action where it is not correct. If in a conflict each individual does not recognize his own mistakes or is conservative, then the intervention of the branch is required; The School Joint Council provided evidence to clarify the issue.
9. One of the effective measures from my own experience shows that: In addition to collecting information sources, there will be a lot of noise in the information sources, so it is necessary to select, consider, Rearrange the order of information to exchange, comment and be very sensitive. In addition, choosing a time and place is equally important to exchange ideas, which will certainly bring certain effects.

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