

高校就职,就是对所在学校的认可,因此给教师更多的对学校的认同和归属感是首要问题,即使目前学校还存在许多发展的困难,也应该通过良好的内部环境凝聚教师力量,比如加大宣传使教师认同学校的组织文化;通过优化组织结构,加强管理制度建设,提高行政办公能力,强化职能部门为教师服务的管理理念;为教师创造良好的工作条件,营造和谐的工作氛围等。

另外,本文所采取的环境变量的调查是来自于教师的主观评价,是教师对自我感知到的所在高校的社会环境、精神文化环境、工作环境以及工作气氛等环境的评价。因此,在教师管理中可以通过各种方法提高教师对所在高校环境状况的认可度,教师只有切身感受到与自身密切相关的内部环境在逐步优化,才能够产生对学校的感情归属,认为自己对学校负有义务,并全身心投入到学校的工作中,产生对学校的忠诚感,同时也可以实现作为高校教师的职业理想。

参考文献:

[1] 在第三次全国教育工作会议上的讲话[EB/OL]. <http://fagui.eol.cn/html/201008/4636.shtml>, 2014-12-10.

[2] 国家中长期教育改革和发展规划纲要(2010-2020年)[EB/OL]. http://www.gov.cn/jrzq/2010-07/29/content_1667143.htm, 2014-12-10.

[3] 2012年国务院政府工作报告[EB/OL]. http://www.gov.cn/test/2012-03/15/content_2067314.htm, 2014-12-10.

[4] 中华人民共和国教育部. 教育部教育统计数据[EB/OL]. <http://www.moe.gov.cn/publicfiles/business/htmlfiles/moe/s7567/list.html>, 2014-12-10.

[5] [13] Mowday R T, Steers R M, Porter L W. The Measurement of Organizational Commitment[J]. Journal of Vocational Behavior, 1979, 14(2): 224-247.

[6] Meyer J P, Allen N J, Smith C A. Commitment to Organizations and Occupations: Extension and Test of a 3-component conceptualization[J]. Journal of Applied Psychology, 1993, 78(4): 538-551.

[7] Duncan R B. Characteristics of Organizational Environments and Perceived Environmental Uncertainty[J]. Administrative Science Quarterly, 1972, 17(3):

313-327.

[8] Richard L D. Essentials of Organization Theory and Design (Edition) [M]. South-western College Publishing, 1998.

[9] Becker H S. Notes on the Concept of Commitment[J]. American Journal of Sociology, 1960(97): 15-22.

[10] Kanter R M. Commitment and Social Organization: A study of Commitment Mechanisms in Autopian Communities [J]. American Sociological Review, 1968(33): 499-523.

[11] Buchanan B. Building Organizational Commitment: Socialization of Managers in Work Organizations [J]. Administrative Science Quarterly, 1974, 19(4): 533-546.

[12] Porter L W, Steers R M, Mowday R T, et al. Organizational Commitment, Job Satisfaction and Turnover among Psychiatric Technicians [J]. Journal of Psychology, 1976(59): 603-609.

[14] March R, Manari H. Organizational Commitment and Turnover: A Predictive Study [J]. Administrative Science Quarterly, 1977(22): 57-75.

[15] Wiener Y. Commitment in Organization: A Normative View [J]. Academy of Management Review, 1982(7): 418-428.

[16] [20] Meyer J P, Allen N J. A Three-Component Conceptualization of Organizational Commitment [J]. Human Resource Management Review, 1991, 1(1): 61-90.

[17] 何铮, 谭劲松, 陆圆圆. 组织环境与组织战略关系的文献综述及最新研究动态 [J]. 管理世界, 2006(11): 144-151.

[18] Rentoul A J, Fraser B J. Development of a School-level Environment Questionnaire [J]. Journal of Educational Administration, 1983, 21(1): 21-39.

[19] Hart P M, Wearing A J, Conn M, et al. Development of the School Organizational Health Questionnaire: A Measure for Assessing Teacher Morale and School Organizational Climate [J]. British Journal of Educational Psychology, 2000, 70(2): 211-229.

(责任编辑 钟嘉仪)