

Exploring the Ways of Constructing Organizational Cultural Atmosphere in Colleges and Universities

Wei Jin
Yunnan Institute of Business
and Technology, Kunming, Yunnan, 650000
China

Chen Bojing
Yunnan Institute of Business
and Technology, Kunming, Yunnan, 650000
China

Abstract: Exploring the ways of constructing organizational cultural atmosphere in colleges and universities is the main focus of this study. A university is a social organization whose mission is to inherit and innovate human civilization. Everything that happens in this organizational system is influenced by its culture, and ideological and political education is no exception. Management theory argues that the success or failure of organizational behavior is often attributed to organizational culture. Organizational culture is a general term for group consciousness such as values, ways of thinking, work styles, and codes of conduct that are commonly accepted by members of the organization. By cultivating and shaping this culture, the organization influences the working attitude of members and guides the achievement of the organization's goals. Hence, this paper gives the novel ideas of enhancing the organizational cultural atmosphere in colleges and universities. The proposed ideas will be tested in the future study.

Keywords: Colleges and universities; cultural atmosphere; organizational model; ways of constructing

1. INTRODUCTION

Organizational culture is the most basic way of thinking of an organization, that is, the way of thinking that is then created, discovered and developed in the process of adapting to the external environment and internal integration.

This way of thinking has been proven to be effective and thus considered correct. transfer the way of the thinking to new members of the organization, so that they can consciously use this way of thinking to then observe problems, think about problems, and feel things in the process of using the external environment and internal integration. For the organizational analysis, we should consider listed aspects.

(1) Organizational culture [1-5] refers to the organization's long-term survival and also development, which is unique to the organization and is the highest goal that most members of the organization follow.

(2) The content of organizational culture includes five aspects: the highest goal or the purpose of the organization, common values; Style and traditional habits with the general codes of conduct and regulations.

In short, the current research shows that the construction of college student organization culture is of great significance for strengthening college student organization management, then promoting college students' ideological and political education, and assisting college students to grow into talents. As a carrier of culture, systematic, perfect and also the scientific rules and regulations are conducive to standardization, systematization and scientificization of the logistics organization culture of colleges and universities, help to form the correct direction of the development of the logistics organization culture of the colleges and universities, and help ensure that the logistics organizations of colleges and universities create rich material wealth and spiritual wealth. Material culture consists of the organization's behavior, core products, image, environment, technological status, etc.; institutional culture includes the organization's rules and also regulations, leadership system, organizational structure, democratic system, etc.; spiritual culture includes

organizational goals, general organizational philosophy, organizational spirit, organizational ethics, etc.

The university system culture is the middle layer of the university culture, and the also organizational structure and management system of the university as well as the default behavioral norms among members are the main components.

University organizational structure refers to the internal components and the various forms of relationships established by a university in an effort to achieve school goals.

University management system [6-15] is a variety of mandatory rules and regulations formulated by the universities in educational practice. The role of organizational culture on organizational development is receiving increasing attention. According to sociological research, consistent cultural values within an organization are less costly and more efficient than various formal governance mechanisms, it is less costly and more efficient, and it can better regulate.

It can better regulate the behavior of organization members to fit the organization's goals. In the following figure 1, the cultural atmosphere in colleges is demonstrated.



Figure. 1 The Cultural Atmosphere in Colleges
(<https://courses.lumenlearning.com/suny-lifespandevelopment/chapter/cultural-differences-in-the-classroom/>)

2. THE PROPOSED MODEL

2.1 The College Atmosphere Analysis

College students should be a high-quality group, the hope and future of a country and nation, and the civilization quality of college students is also the best embodiment of a country's civilization. A harmonious society is not only rooted in the long-standing traditional culture, but also has a brand-new connotation of the times. Libraries of colleges and universities are the center of dissemination and exchange of information resources, and the place where talents are cultivated and cultivated and they should have more responsibility, more attention and contribution to building a harmonious society.

University is different from other fields. As an academic and cultural organization, it is a general place where high-level intellectuals gather, and it has unique learning resources and conditions: high-quality teaching staff, college students with strong learning ability and innovation ability, and perfect software with the hardware equipment, etc. We should guide and promote the formation and improvement of teachers' leading behavior. Teachers' leading behaviors include bathing course construction behaviors, the teaching organizational behaviors, "double-qualified" quality training behaviors that are compatible with some higher vocational training goals, educational characteristics, and students' psychological and behavioral characteristics, as well as being a model for others, a harmonious relationship, and tireless behavior.

Exploring innovation and the other exemplary behaviors. Vocational colleges should guide and promote the formation and improvement of teachers' leading behaviors from the aspects of the theoretical study, disaster practice research, assessment and incentives. The construction of the learning atmosphere is a crucial link in the process of establishing learning party organizations in colleges and universities.

A good learning atmosphere can not only arouse the enthusiasm of party members, but also improve the efficiency and service quality of party organizations in colleges and universities. It is necessary to strengthen the research and exploration of the characteristic behavior patterns of campus management services. The teaching management, student management, administrative management and other behaviors of higher vocational colleges should obey the training goals of higher vocational colleges, serve thousands of teachers and students, and play the guiding role of management and service behavior.

2.2 The Organizational Culture of Colleges and Universities

Value orientation is the basic value position, value attitude and basic value tendency that college students hold when they face or deal with the various contradictions, conflicts and relationships. With the growth of age, the physiology and psychology of college students gradually mature, and their minds have developed to a certain level, and the construction of organizational culture has become extremely important.

The organizational culture emphasizes a people-oriented management approach, the core of which is to create common values. An excellent organizational culture is to create a cultural atmosphere where everyone is valued and respected.

The starting point and destination of university management are people, the driving force and core of management are people, and the success and failure of the management also depends on people. The organizational goal of colleges and universities is to promote the development of human beings,

which requires teachers to have high cultural literacy, and can effectively transmit knowledge to students, so as to achieve organizational goals. Therefore, in colleges and universities, the role of the human element in organizational culture is particularly prominent.

Hence, we should be focused on listed aspects.

(1) The material culture of an organization refers to the cultural elements such as the philosophy and value orientation of the organization carried and reflected by the tangible objects in the organization. Such as the school's architectural style, campus environment and school emblem, etc.

(2) As an important position of the campus culture, student organizations can fundamentally enhance the cohesion of the student organizations, improve the level of motivation for student organization members, regulate the words and deeds of general student organization members, and optimize the organization's self-regulation function only by strengthening cultural construction.

(3) As an important work in the university organization, ideological and political education has many commonalities and strong complementarities with organizational culture construction. University organizational culture is an important foundation for ideological and political education. The reason for saying this is mainly determined by the connotation and characteristics of organizational culture.

3. CONCLUSION

Exploring the ways of constructing the organizational cultural atmosphere in colleges and universities is the main focus of this study. Colleges and universities are the cradle of cultivating talents and undertake the task of cultivating outstanding socialist builders with ideals, morality, culture and discipline. Excellent organizational culture can create a harmonious and motivated organizational atmosphere among organizational members, and provide strong motivation and support for the development and progress of the organization. In the future, the proposed model will be applied to the applications to then validate the overall performance.

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