

Effectiveness of Organization Management Model in Private Higher Education under Hebei Province, China

**Chen Shaonan,
Somsak Chanphong and Sutida Howattanakul**

Bangkok Thonburi University, Thailand

Corresponding Author, E-mail: 6363200046.edu@bkkthon.ac.th

Abstract

The objectives of this research were: (1) To study the components of effectiveness of organization management model in private higher education under Hebei Province. (2) To develop a model of effectiveness of organization management model in private higher education under Hebei Province. (3) To propose the guideline to improve effectiveness of organization management model in private higher education under Hebei Province.

The research was a mixed methodology research. Population was included 9,723 teachers and administrators from 20 private higher educations under Hebei Province. The sample size was obtained by stratified sampling technique, totalling 370 teachers and administrators of private higher educations in Hebei Province. The 9 key informants were obtained by purposive sampling method. The instruments used for data collection were a semi-structured interview, a five-point rating scale questionnaire, and note taking by focus group discussion. The statistics used for data analysis were means, standard deviation, Average Variance Extracted, Composite Reliability and Confirmatory Factor Analysis.

The research findings revealed that: (1) There were 5 components and 25 key variables of effectiveness of organization management model in private higher education under Hebei Province, which consisted of Organization objective, Organization communication, Organization incentive, Organization evaluation and Organization effectiveness; and (2) There were total 15 guidelines for effectiveness of organization management model in private higher education under Hebei Province.

Keywords: Organization management; Private higher education; Effectiveness

Introduction

Over the past 40 years of China's reform and opening up, earth-shaking changes have taken place in higher education. The investment in higher education continues to increase, and the teaching staff continues to grow. Higher education has realized a major transformation from "elite education" to "mass education", and has begun to move towards popularization. The number of general colleges and universities nationwide has increased from 598 in 1978 to more than 1,628 in 2022, and the number of students enrolled has also increased from 2.28 million in 1978 to 27.38 million in 2021. The core competitiveness of China's higher education is also constantly improving, and more and more colleges and universities are beginning to rank among the top in the world. China's higher education system has developed and expanded rapidly over the past few decades.

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The increase in the number and scale of colleges and universities, and the emergence of diverse disciplines and majors have brought new challenges and demands to the organization and management of colleges and universities. The private higher education system has developed and expanded rapidly over the past few decades. With the rapid development of the economy and the gradual opening of the education market, more and more private colleges and universities have the opportunity to establish and develop. This development trend has led to an increase in the number and scale of colleges and universities, and the emergence of more diverse disciplines and majors. The development of private higher education has brought new challenges and demands to the organization and management of colleges and universities. First of all, university administrators need to face the rapid growth of school size, including the expansion of the teaching staff, the construction of campus infrastructure and the management of the number of students.

This requires the organization and management of universities to be more scientific and effective in terms of planning and resource allocation. Secondly, the diversification of disciplines and majors has brought pressure on the management of teaching content and quality to the organization and management of colleges and universities. Managers need to ensure the teaching level and quality of various disciplines, and at the same time meet the needs of society for talents in different fields. This requires the development of corresponding evaluation and supervision mechanisms to ensure the effective operation and development of disciplines. In addition, the development of private higher education also puts forward requirements for the flexibility and innovation ability of the organization and management of colleges and universities. Private colleges and universities often have greater autonomy and management freedom, and can adjust and adapt to changes in the needs of the education market more quickly. Therefore, the organizational management of colleges and universities needs to have better innovation awareness and ability, flexibly adjust management strategies, and adapt to the rapidly changing educational environment. The effectiveness of organization and management of private colleges and universities determines the rational allocation and utilization of educational resources. Through a scientific management mechanism and optimized resource allocation, colleges and universities can provide a good educational environment, teaching facilities and teaching staff to improve the quality and level of education. This will help to cultivate high-quality talents and meet the country's demand for talents in various fields.

This study will conduct an in-depth study on the organizational problems in the field of private higher education. Through the combination of theory and practice, it provides theoretical basis and practical guidance for improving the organizational management level of college teachers. At the same time, we also recognize that there are still some unsolved problems in the field of higher education in our country. The research of higher education often involves many aspects such as discipline construction, education reform and personnel training, which need to combine theory and practice, macro and micro. Therefore, it is hoped that this study can provide new ideas and paths for the development of higher education disciplines, and at the same time provide useful reference and enlightenment for solving the practical problem of the effectiveness of organizational management. In the field of higher education research in China, the construction of higher education and its branches and the research on the practical problems of higher education reform and development should complement each other and develop in parallel. Only by combining theory with practice can we better solve the practical problems in the field of higher education and promote the effectiveness of the organization and

management of private higher education in Hebei Province. Perhaps we can also take this as an example to promote the beneficial exploration and relevant experience of improving the effectiveness of organization and management to the whole country. At the same time, it also hopes to provide useful theoretical support and practical experience for the development of educational disciplines and the reform and development of higher education, and then provide reference and contribute to other practical problems in this field.

Research Objectives

1. To study the components of effectiveness of organization management in private higher education under Hebei Province.
2. To develop a model of effectiveness of organization management in private higher education under Hebei Province.
3. To propose the guideline to improve effectiveness of organization management in private higher education under Hebei Province.

Research Methodology

1. Population and sample

Step 1 Interview with 9 key informants, are mainly included President or Deans, Program directors, academic leaders and main principals in private higher education under Hebei Province by purposive sampling method.

Step 2 To study with questionnaire. The sample was 370 administrators and teachers, with stratified random sampling method. The researcher determined sample size with Krejcie and Morgan's table (1970), and obtained by the stratified random sampling technique.

Step 3 Connoisseurship discussion 11 Key informants were President or Deans, Program directors, academic leaders and main principals in private higher education under Hebei Province by purposive sampling method.

2. Research instruments

Three research instruments were used to three research tools to examine the objectives of this paper.(1)Semi-structured interview,(2)A five-point rating scale questionnaire (3) Connoisseurship discussion form.

2.1 Semi-structured interview form

Through the semi-structured interview table, mainly by discovering the main factors, the semi-structured interview is preliminarily completed. The interview was mainly conducted in a non-face-to-face way. A total of 9 respondents were sent by mail and online.

2.2 Five-Point Rating Scale Questionnaire

The researchers used a three-part questionnaire; Part I: Demographic variables (Checklist), General information of the respondents, totaling 6 items, Part II: Effectiveness of organization management model in private higher education under hebei province. (Five-point rating scale), totaling 81 items, and Part III: Suggestions and additional comments (Open Ended). Each factor is measured on a 5-point Likert's scale.

2.3 Connoisseurship Discussion 11 key informants included deans, program directors, instructors from different Higher Education by purposive sampling. They are managers/administrators with more than 15 years of working experience and rich management experience.

3. Data collection

(1) Researchers contacted key informants and sent interview questionnaires by email, telephone. (2) This part of the questionnaire can be distributed on site or collected through online links. About 370 questionnaires need to be completed in about 2 weeks. And (3) Connoisseurship Discussion can be conducted on site, with researchers leading participants and open-ended discussions.

4. Data analysis

(1) Conduct content analysis on the results of the interview (2) Descriptive statistical methods were used for analysis, including frequency, percentage, mean and variance. To achieve the results of objective 2. (3) Conduct content analysis on the results of Connoisseurship Discussion to obtain the results of objective 3 (4) Analysis data with AMOS by Exploratory Factor Analysis method.

Research Results

1. There were 5 components and 25 key variables of effectiveness of organization management model in private higher education under hebei province, which consisted of 1) Organization Objective 2) Organization Communication 3) Organization Incentives 4) Organization Evaluation and 5) Organizational Effectiveness.

2. Model validation of 5 components were founded and model fit with empirical data for all indicators. And;

3. There were total 15 sub-managerial guidelines of effectiveness of organization management model in private higher education under hebei province. the questionnaire survey data analysis results: The researchers analyzed the arithmetic mean (x) and standard deviation (S.D.) that is, the arithmetic mean, standard deviation Skewness Kurtosis and level of each variable.

Table 1 Shoe the Basic information of the study variables

Item	Mean	S.D.	Level	Ku	Sk
1. Be forward-looking	3.586	1.285	High	0.888	1.284
2. Think big	3.135	1.252	Moderate	0.369	1.058
3. Based on the present and the existing management situation	3.308	1.420	Moderate	1.319	1.390
4. Look to the future. Your goals will be achieved in the future	3.605	1.361	High	0.876	1.227
5. A guide to action for management and all members of the organization	3.381	1.291	Moderate	1.008	1.301
6. Basic basis for organizational decision-making, efficiency evaluation, coordination and assessment	3.735	1.140	High	0.700	1.174
7. Lay the foundation for university development strategies, development plans and other work arrangements	3.140	1.476	Moderate	1.149	1.285

8. Set common goals that are accepted by the whole school	3.691	1.246	High	0.788	1.155
9. Goals show the way forward for the organization	3.175	1.328	Moderate	0.488	1.161
10. Goals determine the organization's development path	3.389	1.369	Moderate	0.830	1.295
11. Translate the overall goal into specific goals to increase the probability of achieving the expected benefits	3.621	1.364	High	1.399	1.440
12. Leaders who are motivated to pursue their goals	3.316	1.114	Moderate	0.969	1.302
13. Cultivate teachers and students' sense of goal and collective honor	3.167	1.442	Moderate	0.815	1.216
14. Integrate organizational goals with individual teacher and student goals	3.775	1.099	High	0.827	1.240
15. Organizational communication is a dynamic process	3.237	1.462	Moderate	0.935	1.276
16. Communication and transmission of information within the organization	3.167	1.357	Moderate	0.976	1.254
17. Communicate in pursuit of organizational goals	3.659	1.320	High	0.818	1.228
18. Organizational communication is the combination of management and communication	4.073	1.108	High	0.474	1.171
19. Employee communication skills are closely related to organizational performance	3.186	1.355	Moderate	0.706	1.222
20. Important means of coordination and control within the organization	3.218	1.386	Moderate	0.504	1.124
21. Have scientific and efficient communication methods and skills	3.794	1.143	High	0.780	1.238
22. Two-way communication, interactive communication, circular communication	3.110	1.414	Moderate	0.864	1.274
23. Leaders are both subjects and objects of communication	3.083	1.353	Moderate	1.055	1.306
24. Cultivate a good work environment	3.186	1.421	Moderate	0.517	1.153
25. Develop healthy coworker relationships	3.294	1.397	Moderate	1.247	1.370

26. There are two types of formal communication and informal communication	3.181	1.326	Moderate	1.056	1.263
27. Formal communication through formal organizational procedures is the main form	3.375	1.328	Moderate	0.729	1.245
28. Establish a convenient platform for the exchange of information	3.667	1.173	High	1.016	1.295
29. Combine individual communication with group communication	3.154	1.418	Moderate	1.025	1.321
30. Use modern information technology to communicate, such as email, Wechat, video conferencing	3.397	1.153	Moderate	0.738	1.214
31. Focus on transparency and timeliness of communication	3.108	1.386	Moderate	1.193	1.373
32. Build a cross-professional, cross-departmental, cross-cultural and cross-disciplinary communication platform	4.035	1.119	High	0.818	1.209
33. Leaders must use communication to demonstrate their personality and intellectual ability to win support	3.137	1.365	Moderate	0.943	1.262
34. Leaders need to understand the characteristics and needs of employees through equal communication	3.227	1.344	Moderate	0.554	1.121
35. Government and school policies are tilted	3.210	1.322	Moderate	1.216	1.411
36. Mobilize employees' subjective initiative and stimulate their creative spirit	3.056	1.324	Moderate	1.215	1.367
37. Motivate employees in the organization through various means and methods to improve work performance and work motivation	3.532	1.339	High	1.226	1.343
38. Investigate the individual needs of teachers and students by using Maslow's needs theory	3.959	1.155	High	0.703	1.212
39. Help to achieve organizational goals and improve employee efficiency and loyalty	3.197	1.340	Moderate	0.789	1.233
40. Establish a reasonable salary reward system, performance evaluation system, promotion and salary increase system and honor recognition system	3.094	1.446	Moderate	0.734	1.167

41. Both teachers and students should be encouraged to innovate and the unhealthy competitive behavior of teachers and students should be restrained	3.348	1.164	Moderate	0.823	1.205
42. Conduct training lectures to stimulate teachers and students' enthusiasm for study and work	3.154	1.329	Moderate	1.232	1.394
43. Encourage cross-disciplinary, cross-academic and cross-disciplinary teamwork	3.321	1.422	Moderate	1.308	1.412
44. Set up relevant courses to cultivate the sense of innovation among teachers and students	3.145	1.349	Moderate	0.659	1.125
45. Pay attention to the changes in the demand structure of teachers and students, and adjust the incentive system in time	2.997	1.413	Moderate	0.681	1.216
46. Establish and improve the incentive mechanism for teachers to stimulate their enthusiasm for work	3.335	1.203	Moderate	0.717	1.189
47. Combine spiritual and material incentives to build a sustainable incentive system	3.118	1.366	Moderate	0.922	1.269
48. Hold innovation-related competitions regularly and set up generous prizes	3.440	1.398	High	0.650	1.222
49. Timely evaluation and feedback on the innovative achievements of teachers and students	3.310	1.259	Moderate	1.156	1.377
50. Achieve efficient work and avoid meaningless internal scroll behavior	3.616	1.204	High	1.152	1.359
51. Set up a special fund to reward teachers and students who have made outstanding contributions	3.232	1.319	Moderate	0.675	1.230
52. Important aspects of organizational management	3.070	1.425	Moderate	0.886	1.267
53. Evaluation of organizational performance and efficiency	3.040	1.329	Moderate	0.764	1.238
54. Guidance to improve the functioning and decision-making of the organization	3.202	1.337	Moderate	1.273	1.378
55. Improve evaluation methods in the light of organizational characteristics and stages of development	3.932	1.174	High	1.020	1.257

56. Evaluation of the management system and its overall functioning	3.370	1.245	Moderate	0.944	1.287
57. Judge the actual value and potential value of teaching activities	3.197	1.424	Moderate	0.657	1.219
58. Establish a performance evaluation system through quantitative indicators (teacher and student satisfaction, job completion, etc.) and qualitative evaluation (all-round evaluation)	3.100	1.250	Moderate	0.659	1.170
59. Introducing advanced information technology to improve the efficiency of organizational evaluation	3.456	1.296	High	0.835	1.227
60. Establish an evaluation system corresponding to the strategic goals of colleges and universities to provide theoretical and practical basis for decision-making	3.308	1.405	Moderate	1.213	1.295
61. Know your own performance, development status and existing problems	3.391	1.249	Moderate	0.641	1.119
62. Improve teaching methods, improve students' learning results, and enhance society's evaluation of schools	3.570	1.217	High	0.866	1.304
63. Traditional evaluation methods such as target method and resource method should be changed to establish an evaluation system based on modern information technology	3.116	1.242	Moderate	0.857	1.269
64. Cultivate the common concept of the group, standardize the management system and management methods of private colleges and universities	3.127	1.407	Moderate	0.767	1.200
65. Combine the overall control of the school with the self-discipline of teachers to cultivate a good school spirit	3.359	1.399	Moderate	0.777	1.218
66. To investigate the evaluation of teachers and students on the existing management system, and encourage teachers and students to make suggestions on the existing management system and management methods	3.035	1.352	Moderate	1.153	1.292
67. Use feedback from evaluation information to improve teaching and administrative management	3.716	1.149	High	0.893	1.279
68. Degree of completion of planned activities and realization of planned results	3.189	1.368	Moderate	0.667	1.211

69. Social change drives the improvement of organizational effectiveness	3.356	1.078	Moderate	1.030	1.344
70. Attach importance to the efficiency of information processing and flow	3.035	1.405	Moderate	0.716	1.224
71. Use network communication, software application and information technology to build a complete information system	3.935	1.109	High	0.808	1.236
72. Establish a knowledge base and collaboration platform to promote the sharing of information within the school and improve the comprehensive quality of teachers and students	3.629	1.254	High	1.179	1.343
73. Measure organizational effectiveness from organizational performance, member satisfaction and organizational vitality	3.381	1.103	Moderate	0.695	1.240
74. Integrate school resources and improve the utilization of resources	3.521	1.260	High	1.267	1.331
75. Establish scientific management methods, improve and optimize management decisions, and enhance administrative efficiency	3.908	1.098	High	1.038	1.331

From Table 1 it is found that overall, the 75 question arithmetic mean between 3.100-4.100, which indicates that the arithmetic mean of the level value of the variable was moderate to high, and the S.D value was between 1.005 and 1.495, indicating that the respondents' opinions on the variable differ little.

1. Factor Model Based on Exploratory Factor Analysis

CFirst, the structure and convergent validity analysis of the model are modified during the validity test. The second step is to establish corresponding relationships among the latent variables whose residuals are not independent, and to add certain paths, variables or parameters in the model. or deletion processing. No changes are made to the structural model after the two-step test.

After establishing the initial model and modifying the initial model in two steps, the final model and corresponding model fitting index are obtained as follows:

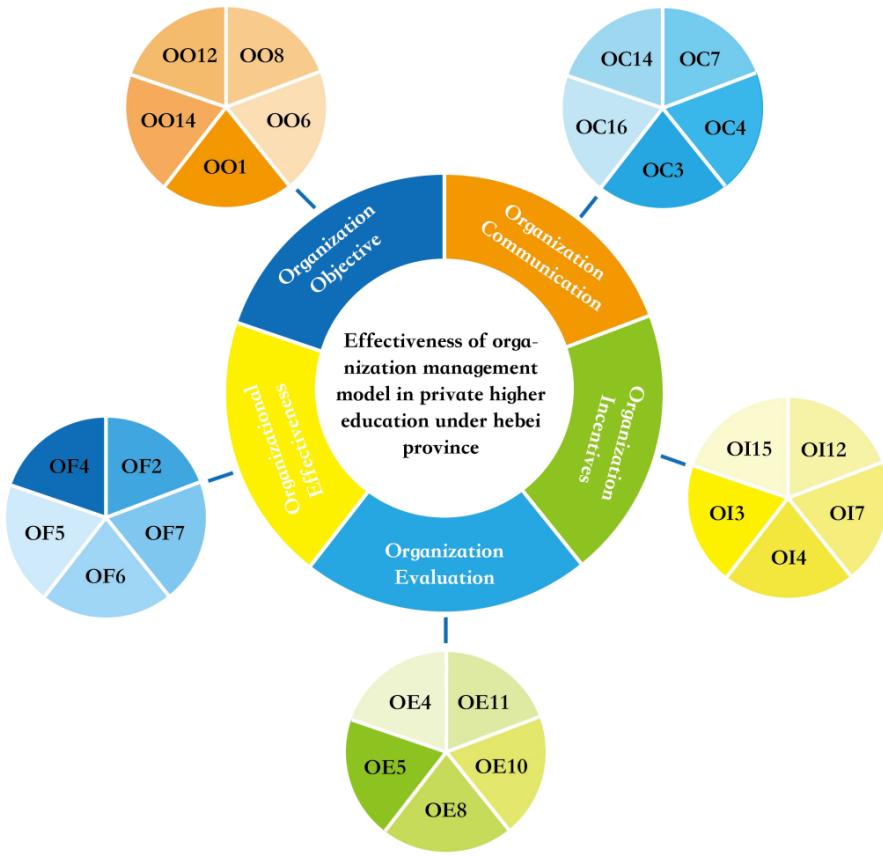


Figure 4.1: The components of the model of effectiveness of organization management model in private higher education under Hebei Province

2. Component Basic Summary Table

Table 2 Component Basic Summary Table

Factor	quantity
Factor1: 1. Establishing clear academic goals	5
Factor2: 2. Academic focus	5
Factor3: 3. Managing the Instructional Program	5
Factor4: 4. Team Management (Staff)	5
Factor5. Organizing a good school atmosphere	5
summary	25
Analytical sample size	370

This data set has a total of 5 components, 25 variables, and 370 samples, which meet the basic data requirements of Exploratory factor analysis.

Step 3: Result of Data Analysis for propose the guideline to improve effectiveness of organization management.

A content analysis of the data from Connoisseurship discussion was performed. Based on the principle of freedom and voluntariness, The researcher sorted out and analyzed the discussions of 9 experts and reached the following conclusions.

4.3.1 Component 1: Organization objective; consist of 1) Having foresight 2) The basic basis for organizational decision-making, efficiency evaluation, coordination and assessment 3) Set common goals that are accepted by the whole school 4) Leaders with a conscious pursuit of goals 5) Integration of organizational objective with individual student and faculty goals.

There are 3 guidelines of this component which can be summarized into the following:

1) In order to achieve effective organization and management, private higher education in Hebei Province must have a forward-looking vision, be able to grasp the development context and development trend of The Times perceptively and accurately, so as to formulate future development goals in line with the general environment. The major colleges and departments of private colleges and universities should offer relevant courses to improve the quality of administrative personnel. Private colleges and universities should increase the investment in talent training and attract more talents.

2) Private higher educations in Hebei Province should clarify the importance of organizational objective and take them as the basic basis for guiding organizational decision-making. Each department of a privately-run university should also set goals in line with its own development plan according to the progress of the completion of the general goal. Teacher groups need to integrate individual goals with overall goals to establish a sense of collective honor.

3) Private higher education under Hebei Province should establish widely accepted general goals and development plans based on their current characteristics. Departments should conduct training on these objectives to ensure internalization by both teachers and students. Teachers should embrace these objectives as their own, fostering a strong collective consciousness and aligning personal development paths with the overall objectives. Leaders and administrators in private higher education should undergo strengthened training, fostering a collective sense of honor and a conscious pursuit of objectives. The selection criteria for administrators should include a commitment to the overall objective. Teachers should also develop a conscious pursuit of objectives, continually enhancing their overall quality. In-depth investigations into the personal objectives of teachers and students should be conducted. Departments should align organizational objectives with individual objectives, actively responding to school measures and adjusting goals based on the current situation. Teachers should understand the school's development plan, striving to achieve personal goals while contributing to the overall objective.

4.3.2 Component 2: Organization communication; consist of 1) Communicate in pursuit of organizational objective 2) Exchange and transmission of information within the organization 3) Have scientific and efficient communication methods and skills 4) Establishment of a convenient information exchange platform 5) Utilization of modern information technology for communication, e.g., e-mail, WeChat, video conferencing.

There are 3 guidelines of this component which can be summarized into the following:

1) Private higher education in Hebei Province should, on the basis of pursuing organizational goals, attach importance to collective dialogue, regularly investigate the attitudes and opinions of teachers and students on the existing management mode, and avoid the management mode falling into rigidity. Each department should take into account the personality and needs of teachers and students, and arrange communication activities reasonably. Teachers should also respond to the school's suggestions on the existing management model and work together to achieve the overall goals.

2) Private higher education should follow the principles of open educational affairs, open procedures, fairness and justice, combine management and communication, and attach importance to the communication between managers and teachers and students. Each department should carry out relevant social activities to enhance the feelings among staff and increase their understanding of each other. Teachers should actively participate in the communication activities carried out in the school to improve their communication skills.

3) Private higher education under Hebei Province should prioritize staffs' communication skills by investing in relevant courses and training plans. Departments should organize voluntary seminars tailored to staff, focusing on enhancing communication skills. Teachers should actively participate in lectures to learn efficient communication methods. These institutions must stay updated on global information technology, invest in advanced technology for communication platforms, and establish an open education model, granting teachers and students more freedom. Departments should form a team with high information technology application skills, conduct regular training, and use methods like video conferencing to help individuals adapt to new communication channels. Staff should attend timely information technology training, applying it flexibly in daily communication.

4.3.3 Component 3: Organization incentives; consist of 1) Motivate employees in the organization through various means and methods in order to improve work performance and motivation 2) Investigating the Individual Needs of Teachers and Students Using Maslow's Needs Theory 3) It is important to both incentivize students and faculty to innovate and to discipline undesirable competitive behaviors among students and faculty. 4) Establish and improve the incentive mechanism for teachers to stimulate their enthusiasm for work 5) Timely evaluation and feedback of innovation results.

There are 3 guidelines of this component which can be summarized into the following:

1) Hebei Province higher education should increase investment, hold competitions, and establish incentive mechanisms like a gradient bonus system to encourage healthy competition and internal motivation among teachers and students. Emphasizing Maslow's Needs Theory, departments should organize training courses and help teachers align personal goals with development plans.

2) Hebei Province private higher education must address the balance between incentives and competition, implementing policies to curb negative competition. Departments should monitor the psychological well-being of teachers and students during competitions, emphasizing healthy competition in innovative achievements. Recognizing individual needs, colleges should increase investment, reward innovative teachers with regular salaries and honors, and establish provisions for performance-based pay. Teachers should allocate time for research in line with their development plans and adhere to ethical principles in healthy competition.

3) Hebei Province private higher education should evaluate and feedback the innovation achievements in a timely manner, stimulate the innovation power and vitality of teachers and students through positive and negative incentives, and put the innovation achievements into use after optimization. Each department of the university should provide financial, technical and personnel support to the innovation results to help the teachers and students improve the innovation results. Teachers should pay attention to the evaluation and opinions of the innovative achievements in the school and the group of teachers and students, take the essence, make bold experiments, and carefully verify.

4.3.4 Component 4: Organization evaluation; consist of 1) Improve the evaluation method according to the characteristics of the organization and its development stage 2) Evaluation of management systems and overall operations 3) Introduce advanced information technology to improve organizational evaluation efficiency 4) Understanding of own performance, development status and problems 5) Improve teaching methods, improve students' learning effect, and enhance social evaluation of schools.

There are 3 guidelines of this component which can be summarized into the following:

1) Hebei private higher education must comprehensively assess their current development, adapting the evaluation system accordingly. Each department should create a unique evaluation method aligned with the school's overall system and disciplinary traits. Teachers should understand and contribute suggestions to the evaluation system. Efforts should be made to integrate resources, streamline administrative processes, and introduce modern technology for enhanced efficiency. Departments need to investigate overall operations, rationalize tasks, and strive for improved efficiency. Teachers should consolidate feedback on the management system and overall school operation, communicating it through various channels.

2) Private higher education under Hebei Province should always pay attention to the management system and technology introduction of other colleges and universities, learn from the evaluation system of other schools, and integrate their own characteristics to form unique evaluation methods. Colleges and departments should increase capital investment, improve infrastructure, introduce advanced information technology, and improve the efficiency of organizational evaluation. Teachers should attach importance to improving their information technology application ability and participate in the evaluation system.

3) Private higher education under Hebei Province, using their development plans as a guide, should conduct thorough investigations into the attitudes of teachers and students regarding the existing management and evaluation systems to identify and address defects. Departments should actively seek suggestions for system improvement, preventing rigidity, and encourage teachers to innovate in teaching methods with financial and technical support. Emphasis should be placed on basic quality training for teachers, regular assessments, and ongoing professional development to enhance overall teaching quality. Teachers are urged to stay updated, embrace new ideas, and improve classroom and student learning outcomes through self-reflection.

4.3.5 Component 5: Organization evaluation; consist of 1) Social change drives the improvement of organizational effectiveness 2) Using network communication, software application and information technology, to build a complete information system 3) Establish knowledge base and cooperation platform to promote the sharing of information within the school and improve the comprehensive quality of teachers and students 4) To measure organizational effectiveness from organizational performance, member satisfaction and organizational vitality 5) Integrate school resources and improve the utilization rate of resources.

There are 3 guidelines of this component which can be summarized into the following:

1) Private higher education under Hebei Province should always pay attention to social trends and newly developed scientific and technological achievements, keep up with the development trend of The Times and seize opportunities. The department should introduce new achievements and new technologies in a timely manner, and improve the treatment of talents to attract outstanding talents. Teachers should cultivate their sensitivity to social changes in order to adjust their own development plans in time.

2) Utilize computers, network communication, and intelligent media to establish advanced information systems for transforming administrative tasks into electronic processes. Departments should maintain and enhance a user-friendly information platform, encouraging teachers to leverage the system for improved teaching. Private colleges should promote inter-school and cross-professional cooperation, creating a communication platform for resource sharing. Implement various training courses to enhance the overall quality of teachers and students. Teachers are encouraged to actively seek interdisciplinary collaboration and innovative research.

3) Private higher education must evaluate effectiveness based on performance, satisfaction, and vitality, implementing incentive policies to boost innovation among teachers and students. Faculty should invest in infrastructure, adapt management methods, and maintain enthusiasm for efficient teaching and innovative research. Improvements in campus infrastructure, resource integration, and reduction of redundancy should be pursued. Teachers are encouraged to collect student feedback, optimize teaching processes, and utilize resources effectively.

Discussion

Based on the research objectives, the discussion will be presented as follows:

1. Discussion about major findings of objective 1: To study the components of effectiveness of organization management model in private higher education under Hebei Province.

There were 5 components of the effectiveness in organization management of administrator in private higher education under Hebei Province which consisted of Organization objective, Organization communication, Organization incentives, Organization evaluation, Organizational effectiveness.

In private higher education under Hebei Province, organization objective are the long-term vision and goals set by the institution, which usually involve aspects such as educational quality, academic research, and teacher training. These goals need to be understood and shared throughout the organization as a shared effort. Organizational goals provide the direction for the entire organization and provide the basis for setting other management elements.

Organization communication becomes crucial in this context. Clear, timely and effective communication ensures consensus and understanding of organizational goals among teachers and students. By conducting targeted communication campaigns, organizations can eliminate information barriers and promote mutual understanding among members, thereby creating coherence in overall actions.

Organization incentives are to stimulate the enthusiasm of teachers and students to work hard to achieve organizational goals. This can include providing promotion opportunities and salary incentives for teachers, scholarships and honorary recognition for students, etc. The design of the incentive mechanism needs to be consistent with the organizational goals so that every member feels that their efforts and contributions are recognized and rewarded.

Organization evaluation is a means to ensure that the organization continues to move in the direction of its goals. By regularly evaluating teaching effectiveness, faculty level, academic research results, etc., institutions can understand their strengths and weaknesses in development. This self-feedback and adjustment mechanism enables institutions to respond more flexibly to external and internal changes and continuously improve their overall strength.

Organizational effectiveness is an indicator that comprehensively measures the overall performance of an organization. An efficient organization can achieve good results in teaching, scientific research, management and other aspects and realize its long-term development plan. Organizational effectiveness reflects the success of organizational management and is a comprehensive reflection of achieving organizational goals.

Taken together, there is a strong relationship between organization objective, organization communication, organization incentive, organization evaluation, and organizational effectiveness in private higher education under Hebei Province. Through clear objective setting, effective communication, strong incentives, and regular self-evaluation, organizations can improve their overall effectiveness and better achieve their long-term development objectives. These elements interact to build an organic management system that drives the continuous progress of private higher education under Hebei Province.

2. Discussion about major findings of objective 2: To develop a model of effectiveness of organization management in Private higher Education under Hebei Province.

Research Findings to confirm the effectiveness of organization management model in private higher education under Hebei Province of 5 components consists of: Organization objective, Organization communication, Organization incentives, Organization evaluation, Organizational effectiveness, the 25 key variables of 5 components are founded and model fit with empirical data for all indicators. Researchers consulted a large number of documents through the literature analysis method, and found a model have 5 components and 75 key variables. Through these factors, the data is processed and constructs a structural equation model.

First, the research method is based on the valid data obtained by the analytical instruments, with good validation results and good model results. The corresponding structural equation model was established by analyzing the model data by confirmatory factor analysis. Through model analysis, this study obtained a good model structure on the basis of available data analysis. However, in addition to the data itself, further research and analysis by experts in related fields are needed to better illustrate the validity of the model. Through the confirmatory factor analysis, the 5 components of the effectiveness of organization management model in private higher education under Hebei Province are component 1.2.3.4.5, and they will be discussed.

3. Discussion about major findings of objective 3 : To propose the managerial guidelines for effectiveness of organization management in private higher education under Hebei Province.

There were total 15 guidelines: Component of Organization objective of the effectiveness in organization management of administrator in private higher education under Hebei Province : There were 3 guidelines. Component of organization communication of the effectiveness in organization management of administrator in private higher education under Hebei Province : There were 3 guidelines. Component of organization incentives of the effectiveness in organization management of administrator in private higher education under Hebei Province : There were 3 guidelines. Component of organization evaluation of the effectiveness in organization management of administrator in private higher education under Hebei Province : There were 3 guidelines. Component of organizational effectiveness of the effectiveness in organization management of administrator in private higher education under Hebei Province : There were 3 guidelines.

The results of this study are somewhat different from the components of objective 1. This research puts forward a more comprehensive and effective method to improve the effectiveness in organization management of administrator in private higher education under Hebei Province. For organization objective, we set forward-looking organizational goals that are accepted by all teachers and students and can be integrated with personal objectives, which can not only be operable and based on reality, but also coordinate the organization and individuals to stimulate everyone's enthusiasm. For organization communication, it not only uses the information technology to build the platform, but also adopts the communication methods of scientific universities to strengthen the communication effect. For organization incentives, on the basis of investigating the individual needs of teachers and students, a sound incentive mechanism has been established to stimulate the enthusiasm of work and improve everyone's work efficiency. For organization evaluation, information technology is introduced, evaluation methods are improved, evaluation is carried out in combination with the whole and the individual, and improvement is made on the basis of evaluation and feedback, so as to improve the evaluation of the school by teachers, students and society. For organizational effectiveness, the construction of information system promotes information sharing, improves the utilization rate of resources, and enhances the efficiency of organization management.

Conclusions

Through content analysis. After data collection, content analysis will be conducted to analyze the collected data. From the perspective of research objectives, the main findings are as follows:

(1) There were 5 components and 25 key variables of effectiveness of organization management model in private higher education under hebei province, which consisted of 1) Organization objective 2) Organization communication 3) Organization incentives 4) Organization evaluation and 5) Organizational effectiveness.

(2) Model validation of five components were founded and model fit with empirical data for all indicators. And;

(3) There were total 15 sub-managerial guidelines of effectiveness of organization management model in private higher education under hebei province.

Recommendations

Recommend for Policies Formulation

In order to organization management private higher education under Hebei Province more effectively, it is suggested to follow the following principles when formulating policies:

1) Investigate the current development characteristics and development stages of private higher education, and help private higher education formulate overall objectives according to the actual situation to achieve high-quality development. Increase capital investment to help private higher education establish a complete information system, improve various infrastructure, and set up a team of information-based talents. Further promote the informatization construction process of private higher education, introduce modern information technology into the administrative management system, and improve the administrative efficiency of private higher education. Private higher education should provide teachers and students with more abundant network resources and more convenient communication and discussion platform to promote the sharing of educational resources and the optimization of educational process.

2) Use emerging technologies such as the Internet and big data to establish a convenient and fast communication platform and improve the feedback mechanism for teachers and students. Private higher education need to correctly understand the problems in communication and build a feedback mechanism according to the suggestions of teachers and students, so as to enhance the effectiveness of management and communication in private higher education, better achieve organizational objectives, and provide guarantee for the making of various decisions in private higher education. Adequate and effective communication can further improve the enthusiasm and cohesion of stuffs, and promote the improvement of work efficiency. Private higher educations should carry out some appropriate training courses to improve the communication skills and social ability of teachers and students.

3) Improve the incentive mechanism of private higher education, and establish an efficient and convenient feedback platform for the use of innovation achievements, so that the innovation achievements of teachers and students can be continuously developed and improved. A complete incentive mechanism can not only stimulate the innovation vitality and motivation of teachers and students in private higher education, but also make them devote themselves to scientific research with high enthusiasm, and play an important role in strengthening the strength of private higher education, accelerating the innovation and development of private higher education, and increasing the achievements of scientific research in private higher education. By collecting teachers and students' opinions on the incentive mechanism, building reward and punishment mechanism, providing promotion opportunities and development space, and publicly honoring and praising the incentive mechanism, the internal motivation of teachers and students to seek innovation is stimulated to the greatest extent. Private higher education should attach importance to collective dialogue, comprehensively consider the individual needs of teachers and students, the fairness and justice of reward and the flexibility of reward system, and improve the incentive mechanism according to the actual situation.

Recommendation for practical application

This study determines the current situation of the management of private higher education in Hebei province, the scope of the reform of the management mode of private higher education, the influencing factors and how to promote the effective management of the

management of private higher education. Based on these findings, the researchers put forward some ideas for effective management practices in private higher education in Hebei Province:

1) Private higher education should carry out regular field surveys on campus to understand the current development characteristics and trends of private higher education, and formulate overall objectives accepted by the whole school. Administrators of private higher education need to comprehensively consider the personal goals of teachers and students, set up relevant training courses, and make teachers and students clear the direction of progress. University administrators should set an example and strive to achieve the objective, and internalize the spirit of pursuing the objective in mind and externalize it in practice. Teachers and students should integrate the individual objective with the overall objective, and realize the individual objective in the practice of working together to achieve the overall objective.

2) Increase capital investment, introduce modern information technology, update existing infrastructure and network equipment, and build communication platforms. Private higher education should adjust and streamline departments according to specific responsibilities, clarify the division of labor among departments, reduce waste of resources and general administrative expenses, and strengthen the communication between departments and teachers and students, departments and departments, departments and private higher education, and departments and disciplines. The department should carry out various communication activities for teachers and students, and encourage teachers and students to actively participate in them. Private higher education administrators can set up credit activities about communication to attract students to participate.

3) Appropriately increase investment in innovation mechanism and reasonably introduce incentive mechanism. Universities should give preferential policies to the backbone of teaching and research, and effectively encourage teachers in terms of actual salary, promotion opportunities, office space, government-funded travel opportunities, public commendation, etc., so as to promote healthy competition on campus. Universities should also regularly hold training lectures on innovative research, invite teachers with innovative achievements to share their experiences, and hold innovation-related competitions to encourage teachers to collaborate on innovative research projects across disciplines and fields. The department should give preferential policies such as resource preference, financial support and technical support to outstanding innovative projects to promote the improvement of the scientific research strength of the specialty.

Recommendation for Further Research

1) The government should investigate the current development stage of colleges and universities and clarify the future development direction of colleges and universities. Relevant departments need to give more financial support and policy support to colleges and universities to help them achieve their overall goals.

2) Teachers should actively participate in lectures related to communication, improve personal social ability and communication skills, and improve the classroom effect.

3) Teachers should actively participate in innovative scientific research practice and put forward effective suggestions on the incentive mechanism of the school.

4) Colleges and universities should evaluate the current management structure and management methods, and determine the advantages and disadvantages of the existing management mode according to the real efficiency of the organization and management of colleges and universities in the daily office.

5) Colleges and universities should evaluate the existing management mode, organizational work efficiency and teaching results, and analyze the advantages and disadvantages of the university.

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