The Optimization Strategies to Improve Efficiency Resources Organization in New Era of Universities in Jilin Province

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Abstract

Optimizing resource organization efficiency is not only a short-term goal, but also needs to be combined with the future development direction. The objectives of this research were: (1) To study the components of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province, and (2) To propose the future wheels of optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province.

The research was mixed methodology design which were comprised of quantitative and qualitative research. Sample was 322 administrators and instructors from 5 key universities in Jilin Province of the People's Republic of China. The researcher determined sample size with Krejcie and Morgan's table (1970), and obtained by the stratified random sampling technique. The key informants consisted of nine for in-depth interviews and 11 key informants for Focus Group Discussion consists of dean from 5 universities in Jilin Province. The instruments used for data collection were semi-structured interview form, five-point rating scale questionnaire and Focus Group Discussion form. The statistics used for data analysis included frequencies, percentages, means, Standard Deviations, Exploratory Factor Analysis and Content Analysis.

The results of the study showed that: (1) There were 93 variables of the Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province which the summarized based on literature review and expert interviews. Components of optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province consisted of five components: Resource allocation, Organizational culture, Communication management, Labor relations, Technical support. (2) The future wheels optimization strategies to enhance resource organization efficiency will likely be driven by a combination of technology, data analytics, and innovative organizational practices. There were 10 potential part to driven optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province.

Art colleges in higher education, but also improve the efficiency of resource organization. Improving the efficiency of university resource organization in Jilin Province is the future wheel of optimization strategy in the new era.

Keywords: Optimization strategy, Efficiency resources organization, Universities in Jilin Province

* Received: April 25 2024; Revised: May 11 2024; Accepted: May 12 2024

Introduction

This research will discuss the future development direction of Jilin Province university resource organization efficiency optimization strategy in the new period. What are the future wheels of Optimization strategy to improve the efficiency resources organization in new era of university in Jilin Province? This will involve how to keep up with The Times, adapt to changes in technology and society, and how to continuously improve and optimize strategies to meet future challenges.

As a college teacher was deeply involved in teaching and practice, and is more sensitive to the resource management and organization of colleges and universities in Jilin Province. The essential components of performance, the factors that influence it, and the measures that need to be used vary considerably between the levels. The aim of this study was to explore organizational level performance according to Gray and Matear, so we used financial performance and human resource performance (employee satisfaction and productivity) as measures of organizational performance. (vaBates, R.A.; Holton ,1995).

In recent years, the criterion of organizational effectiveness and operator performance over a specific period has been widely adopted in the fields of economics and management to evaluate organizational performance. However, due to the relatively lagging nature of financial performance, the use of multiple performance indicators can provide a more objective and accurate measure of organizational performance than a single financial indicator(Richard, P.J.; Devinney, T.M,2009). HR performance is a common non-financial performance indicator because reasonable employee satisfaction and efficient employee productivity are accurate predictors of an organization's long-term growth potential. Therefore, human resources, as essential corporate capital, should be considered when measuring organizational performance. While there is a significant body of literature on inventory optimization and operational efficiency in various industries, including the private sector (Manatkar et al., 2016; Qu et al., 2022; Toor et al.,2022), there is limited research on the application of data-driven insights to these concepts in public sector organizations, particularly in Ethiopia. The nexus between inventory optimization and operational efficiency is also understudied in the context of public sector organizations, the factors affecting ceramic art education administration effectiveness in private university of Guangdong Province, improve the efficiency of discipline education administration (Song Xiao, Sutida Howattanakul and Somsak Chanphong. 2023).

Therefore, there is a need for research that investigates how public sector organizations in Ethiopia can utilize data-driven insights to optimize inventory levels and improve operational efficiency, as well as exploring the potential relationship between these two concepts. We present initial empirical evidence on the specific mechanism that underlies the relationship between inventory optimization and operational efficiency in the context of public sector organizations in Ethiopia. Our findings contribute to the existing literature on the link between inventory optimization and operational efficiency addressing the research gap, the researchers hope to provide new insights into the optimization of resource organization efficiency in colleges and universities in Jilin Province and fill the gaps in existing research. Practical application guidance: The research results can be directly applied to the actual management and teaching practice of colleges and universities, and provide useful guidance and suggestions. Promote the development of colleges and universities: contribute to the overall development of colleges and universities in Jilin Province by

proposing feasible optimization strategies. There is a close relationship between research gap and researchers. In the process of in-depth exploration of research gap, researchers are not only the problem identification, but also the problem solver, which brings new ideas and opportunities for the optimization of university resource organization efficiency.

Research Objectives

1. To explore the components and indicators of Optimization strategy of efficiency resources organization in new era of Universities in Jilin Province.
2. To propose the future wheels of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province.

Research Methodology

Step 1. to study the components of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province. It was a qualitative research. The researcher review literature of documents and related research, synthesized 20 relevant articles, and summarized some components and indicators of Optimization strategy of efficiency resources organization in new era of Universities in Jilin Province. The key informants for in-depth interviews with 7 key informants, obtained by purposive sampling method, Data collection was performed by the researcher. The collected data was analyzed by Content Analysis;

Step 2. To explore the components of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province. Sample 322 administrator and teacher in five colleges and universities of the Arts in Jilin Province by stratified random sampling techniques. Exploratory factor analysis (EFA) was used to whether the relationship between variables.

Step 3. To propose the future wheels of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province. 11 key informants for Focus Group Discussion. key informants come from Universities in Jilin Province consist of five deans and the other six are administrators. Key informants were selected by purposive sampling technique. The researcher used each component of optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province from step (2) by using Focus Group Discussion; 11 key informants (professional instructors and administrators) from five colleges and universities of the Arts in Jilin Province with more than 5 years' experience. Note taking, diagram "Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province". By Focus Group Discussion, the researcher was as a facilitator. The data from Focus Group Discussion was analyzed by Content Analysis.

Research Results

1) the components of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province. found that consisted of five components: Resource allocation, Organizational culture, Communication management, Labor relations, Efficiency and accuracy of assessment.

Part I: Result of Data Analysis on Questionnaire: Demographic Information

The table 4.6 shows that a total of 322 respondents participated in the survey. As can be seen from the above table, in the Gender dimension, the frequency of the option Female is 220, The proportion was 67.80%; in the age dimension, the frequency of option Younger than 30 is 130, accounting for 45.20 ; for the Professional title dimension, the frequency of the option Lecturer is 145, accounting for 49.43% ; in the Education level dimension, the frequency of the option Master is 116, The proportion of 3.00 is 37.90% ; Years of working experience dimension, the frequency of the option 1-5 years is 168, accounting for 56.50% ; for the Job type dimension, the frequency of the option Teacher is 246, accounting for 78.50 %.

Part II Result of Data Analysis to explore the components and indicators of Optimization strategy of efficiency resources organization in new era of Universities in Jilin Province.

The results of KMO test in the following figure show that the value of KMO is 0.972. Meanwhile, the results of Bartlett spherical test show that the P-value of significance is 0.000***, which is significant at the level, the null hypothesis is rejected, the correlation is variable, the factor analysis is effective, and the degree is suitable.

Table 1 The KMO test and the Bartlett's test

KMO sample appropriateness measure		0.978
Bartlett sphericity test	Approximate chi-square	9368.310
	Degree of freedom	435
	significance	0.000

Table 2 Cronbach's Alpha coefficient value

Variable	**Symbol description**	**Items**	**Cronbach’s alpha coefficient**
Questionnaire data collection		76	0.941

The number of questions in questionnaire is 76, and Cronbach's Alpha coefficient is 0.941.

It shows an integral part of effectiveness academic management of art design education in colleges and universities under Heilongjiang Province, that is, the arithmetic mean, standard deviation and level of each variable.

Table 3 Result of Data Analysis on Questionnaire

Item	Mean	S.D.	Ku	Sk	Level
1. Government financial support	3.661	1.212	-0.766	0.742	High
2. The impact of government policies on professional development	3.420	1.129	-0.821	0.672	High
3. Reasonable resource allocation system	3.613	1.261	-0.841	0.708	High
4. Integration between multiple disciplines	4.045	1.110	-0.843	0.665	High
5. Establish a good working environment	3.559	1.247	-0.424	0.879	High
6. Funds allocated by departments or projects	3.782	1.159	-0.738	0.799	High
7. Establish a performance appraisal and distribution system	3.197	1.342	-0.605	0.819	Moderate
8. Pay attention to the introduction of outstanding talents	3.322	1.397	-0.814	0.692	Moderate
9. The organization's strategic goals and long-term plans	3.056	1.423	-0.650	0.803	Moderate
10. Advanced teaching facilities	3.090	1.452	-0.388	0.988	Moderate
11. Provide staff care and support plans	4.135	1.095	-0.731	0.714	High
12. Maintain the working environment and safety of faculty and staff	3.169	1.403	-0.679	0.767	Moderate
13. Skills and experience levels of faculty and staff	3.146	1.420	-0.780	0.750	Moderate
14. Salaries, salaries, benefits and training of faculty and staff	3.262	1.353	-0.655	0.812	Moderate
15. Shared values	3.666	1.219	-0.949	0.656	High
16. Strengthen the cultivation of innovative spirit	3.440	1.019	-0.834	0.636	High
17. Construction of knowledge management system	3.576	1.211	-0.595	0.867	High
18. Shape current culture based on past experience	3.257	1.343	-0.713	0.755	Moderate
19. The organization emphasizes diversity and inclusion	3.404	1.291	-0.777	0.686	High
20. Harmonious campus cultural environment	3.678	1.247	-0.500	0.877	High
21. Optimization of the evaluation	3.084	1.385	-0.586	0.863	Moderate

Item	Mean	S.D.	Ku	Sk	Level
system					
22. Good working atmosphere	3.194	1.429	-0.502	0.860	Moderate
23. Personal knowledge management strategy	3.994	1.082	-0.696	0.832	High
24. Reasonable teacher development and promotion mechanism	3.121	1.397	-0.792	0.734	Moderate
25. Teachers' social responsibility	3.194	1.377	-0.699	0.852	Moderate
26. Good communication and feedback methods	3.132	1.359	-0.687	0.780	Moderate
27. Encourage faculty and staff to innovate freely	3.189	1.406	-1.044	0.642	Moderate
28. Encourage faculty and staff with different perspectives to participate in organizational management	3.307	1.411	-0.553	0.789	Moderate
29. Encourage faculty and staff to continue learning	3.364	1.426	-0.662	0.850	Moderate
30. Respond quickly to organizational changes	3.889	1.073	-0.661	0.724	High
31. Convenient and efficient communication channels	3.491	1.355	-0.718	0.729	High
32. Diversified communication channels	3.330 5	1.149	-0.718	0.733	Moderate
33. Adjust communication strategies based on feedback results	3.536	1.335	-0.479	0.880	High
34. Share information relevant to organizational decision-making and performance	3.841	1.224	-0.478	0.893	High
35. Strengthen communication and coordination among faculty and staff	3.115	1.171	-0.784	0.734	Moderate
36. Ensure the accuracy of communication information	3.596	1.242	-0.581	0.794	High
37. Understand the characteristics, needs, expectations and interests of the audience	3.339	1.296	-0.509	0.884	Moderate
38. Ensure information is concise and clear, and avoid vague and ambiguous expressions	3.206	1.344	-0.723	0.774	Moderate
39. Avoid using language that could be interpreted as offensive	3.350	1.410	-0.589	0.818	Moderate

Item	Mean	S.D.	Ku	Sk	Level
40. Choose appropriate communication channels	3.259	1.338	-0.882	0.676	Moderate
41. Reduce communication costs	3.166	1.374	-0.795	0.713	Moderate
42. Develop a crisis communication plan	3.002	1.306	-0.784	0.694	Moderate
43. Organize information in a logical order to help understanding and absorption	3.220	1.374	-0.831	0.716	Moderate
44. Clear communication plan	3.375	1.419	-0.760	0.734	Moderate
45. Improve the feedback mechanism	3.203	1.393	-0.519	0.843	Moderate
46. Develop a communication plan during the change management process	3.333	1.342	-0.758	0.715	Moderate
47. Legally operating labor relations	3.573	1.269	-0.561	0.907	High
48. Reach a reasonable labor agreement	3.288	1.159	-0.605	0.807	Moderate
49. Plan and manage the organization’s teaching needs	3.163	1.132	-0.774	0.704	Moderate
50. Manage salary system	3.220	1.413	-0.728	0.777	Moderate
51. Pay attention to cultivating the professional value development of faculty and staff	3.113	1.377	-0.597	0.805	Moderate
52. Protect the rights and interests of faculty and staff	3.220	1.407	-0.542	0.856	Moderate
53. Promote employee participation in organizational decision-making and process improvement	3.166	1.169	-0.500	0.914	Moderate
54. Clear labor contract	3.223	1.385	-0.871	0.724	Moderate
55. Rewards and punishments for faculty and staff	3.531	1.321	-0.413	0.843	High
56. Manage employee performance	3.556	1.287	-0.680	0.817	High
57. Disputes and conflicts resolved	3.288	1.404	-0.498	0.907	Moderate
58. Improve faculty and staff skills and knowledge	3.163	1.330	-0.615	0.837	Moderate
59. Ensure a safe working environment	3.203	1.347	-0.470	0.855	Moderate
60. The organization actively relies on external resources	3.468	1.314	-0.767	0.739	High

Item	Mean	S.D.	Ku	Sk	Level
61. Provide staff health support and well-being plans	3.090	1.300	-0.895	0.739	Moderate
62. Provides more accurate information to support decision-making	3.663	1.285	-0.829	0.683	High
63. Help managers track human resources activities such as faculty and staff information, salary, training, etc.	3.415	1.136	-0.653	0.857	High
64. Course management system supports course planning, arrangement and evaluation	3.624	1.276	-0.436	0.889	High
65. Make strategic decisions wisely	3.661	1.379	-0.480	0.904	High
66. Support distance education and hybrid learning models	3.358	1.387	-0.623	0.797	Moderate
67. Managers formulate educational strategies	3.545	1.329	-0.665	0.807	High
68. Provide opportunities for teachers and classmates to interact	3.161	1.301	-0.832	0.754	Moderate
69. Improve the efficiency and accuracy of assessment	3.539	1.359	-0.753	0.733	High
70. Pay attention to the management of student information	3.6243	1.362	-0.515	0.821	High
71. Mobile applications support communication between schools and parents	3.2401	1.372	-0.630	0.783	Moderate
72. Analyze large-scale data, discover patterns, predict trends, and provide personalized recommendations	3.4266	1.386	-0.847	0.720	High
73. Support the implementation of financial management theory	3.3220	1.318	-0.650	0.813	Moderate
74. Flexibility and Remote Work Management Theory	3.4802	1.392	-0.764	0.722	High
75. Assist project managers in planning, executing and monitoring projects	3.6751	1.337	-0.810	0.670	High
76. Promotes real-time communication and collaboration among stuffs	3.3814	1.335	-0.741	0.713	Moderate

From Table 3, it is found that overall, the 76 items. It can be seen from the standard deviation in the table that if the data value is not large, the degree of dispersion of the data is not high. The coefficient of variation represents the ratio of the data fluctuation amplitude to the average value. The larger the coefficient of variation value, the stronger the volatility. It can be seen from the calculation results that the coefficient of variation values of all variables fluctuate around 0, indicating that the volatility of the data is not strong. The calculated standard kurtosis and skewness values are also approximately near 0, and the subsequent distribution can be modeled based on the normal distribution.

Table 4 Variance interpretation rate of components

Component	Rotation sums of squared Loadings		
	Eigenvalues	Percentage of Variance	Percentage of Cumulative
1	7.465	24.884	24.884
2	4.750	15.832	40.716
3	4.213	14.042	54.759
4	3.287	10.955	65.714
5	2.260	7.532	73.246
Extraction method: principal component analysis			

Component 1 has a the maximum eigenvalue is 7.465, which can explain 24.884 % of the total variance of each component, The maximum characteristic value of component 2 is 4.750. It can explain that the total variance of each component is 15.832 %, that is, the total variance can be explained by 15.832 %. The maximum characteristic value of component 3 is 4.213, It can explain that the total variance of each component is 14.042 %. It can explain the total the difference of each component was 14.042 %. The maximum characteristic value of component 4 is 3.287, which can explain 10.955 % of the total variance of each component, and it can explain 65.714 % of the total variance. Component 5 has a maximum eigenvalue of 2.260, which can explain the total variance of each component is 7.532 %, which can explain 73.246 % of the total variance stay. Factor analysis and principal component analysis were used to analyzed the factors. The rotation adopts the maximum variance orthogonal rotation method, with a total of 5 factors Extracted fixedly. Factor loading variables described in each major component after rotating the axis.

Table 5 Index of Factor loading (Rotated)

Item	Component 1	Component 2	Component 3	Component 4	Component 5
4. Integration between multiple disciplines	.843				
3. Reasonable resource allocation system	.834				
2. The impact of government policies on professional development	.814				

Item	Component 1	Component 2	Component 3	Component 4	Component 5
1. Government financial support	.794				
5. Establish a good working environment	.736				
6. Funds allocated by departments or projects	.735				
7. Establish a performance appraisal and distribution system	.730				
8. Pay attention to the introduction of outstanding talents	.722				
9. The organization's strategic goals and long-term plans	.719				
10. Advanced teaching facilities	.711				
12. Maintain the working environment and safety of faculty and staff	.710				
13. Skills and experience levels of faculty and staff	.705				
14. Salaries, salaries, benefits and training of faculty and staff	.702				
20. Harmonious campus cultural environment		.848			
15. Shared values		.832			
19. The organization emphasizes diversity and inclusion		.791			
17. Construction of knowledge management system		.773			
16. Strengthen the cultivation of innovative spirit		.749			
21. Optimization of the evaluation system		.745			
22. Good working atmosphere		.730			

Item	Component 1	Component 2	Component 3	Component 4	Component 5
23. Personal knowledge management strategy		.727			
24. Reasonable teacher development and promotion mechanism		.721			
25. Teachers' social responsibility		.713			
35. Strengthen communication and coordination among faculty and staff			.969		
31. Convenient and efficient communication channels			.867		
34. Share information relevant to organizational decision-making and performance			.859		
32. Diversified communication channels			.842		
33. Adjust communication strategies based on feedback results			.834		
38. Ensure information is concise and clear, and avoid vague and ambiguous expressions			.827		
39. Avoid using language that could be interpreted as offensive			.825		
42. Develop a crisis communication plan			.759		
49. Plan and manage the organization's teaching needs				.952	
53. Promote employee participation in organizational decision-making and process improvement				.936	

Item	Component 1	Component 2	Component 3	Component 4	Component 5
47. Legally operating labor relations				.869	
48. Reach a reasonable labor agreement				.855	
56. Manage employee performance				.829	
51. Pay attention to cultivating the professional value development of faculty and staff				.820	
57. Disputes and conflicts resolved				.763	
69. Improve the efficiency and accuracy of assessment					.832
67. Managers formulate educational strategies					.829
64. Course management system supports course planning, arrangement and evaluation					.799
63. Help managers track human resources activities such as faculty and staff information, salary, training, etc.					794
62. Provides more accurate information to support decision-making					.793
73. Support the implementation of financial management theory					.785

Results based on component of Exploratory Factor Analysis was used for management. It can be summarized as follows

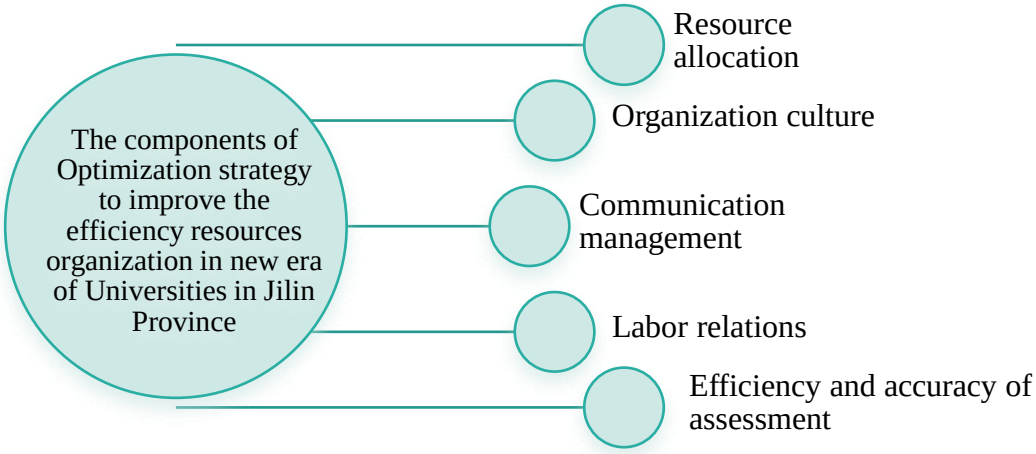

Figure 1 The components of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province**.**
Source **:** Bai Guangyao (2024)

2) Result of the future wheels of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province.

There were 10 potential part to driven optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province**.**

In the new era of universities, optimization strategies to enhance resource organization efficiency will likely be driven by a combination of technology, data analytics, and innovative organizational practices. Here are some potential future wheels of optimization strategy:1)Data-driven Decision Making 2)Artificial Intelligence and Machine Learning 3) Smart Campus Technologies 4) Collaborative Resource Sharing 5) Flexible Work Arrangements 6) Cross-disciplinary Collaboration 7) Continuous Process Improvement 8) Sustainability Initiatives 9) Dynamic Resource Allocation Models and 10) Investment in Professional Development. By embracing these future wheels of optimization strategy, universities can adapt to the evolving educational landscape and maximize the efficient use of their resources to better serve students, faculty, and the broader community.

Discussion

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

1. Discussion about the components of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province.

There were 5 components of the Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province which Resource allocation, Organizational culture, Communication management, Labor relations, Technical support. The findings revealed that five key components are crucial for optimizing resource organization efficiency in the new era of universities, particularly in Jilin Province. Each component plays a unique role in supporting the objectives of academic institutions and contributes to the overall success and competitiveness of universities in the new era. By synthesizing findings from these studies, it becomes evident why the five components of the optimization strategy emerged as crucial for improving resource organization efficiency in universities, The literature

underscores the importance of strategic resource management, supportive organizational culture, effective communication, positive labor relations, and technological infrastructure in enhancing the overall effectiveness and competitiveness of higher education institutions.

Resource Allocation: Effective resource allocation ensures that human, financial, and physical resources are utilized optimally to support the objectives of art majors in universities, Resource Allocation: Literature suggests that effective resource allocation is fundamental for organizational success in higher education institutions. This result related with Studies by Johnson (2017) and Smith et al. (2015) emphasize the importance of strategic resource allocation in improving academic program quality and institutional performance.

Organizational Culture: A supportive culture encourages individuals to contribute their best efforts and fosters a sense of belonging within the academic community. Organizational Culture: Research by Brown et al. (2019) and Cameron and Quinn (2011) underscores the significance of organizational culture in shaping employee behavior, attitudes, and performance. Within the context of universities, a positive organizational culture fosters collaboration, innovation, and employee satisfaction.

Communication Management: Miscommunication or lack of communication can lead to misunderstandings, conflicts, and inefficiencies, underscoring the importance of robust communication management strategies. (O'Reilly & Pfeffer, 2016; Pearce & Cronen, 2019). Clear communication channels facilitate knowledge sharing, decision-making, and conflict resolution, thereby enhancing organizational efficiency.

Labor Relations: Fair and equitable labor practices, including transparent recruitment processes, competitive compensation, and supportive employee relations, are critical for fostering a motivated and engaged workforce. Labor Relations: Studies by Boxall and Macky (2014)

Technical Support: IT support services ensures that faculty, staff, and students have access to the tools and resources they need to succeed in their academic endeavors. Technical Support: In today's digital age, technical support is essential for supporting teaching, learning, and administrative activities in universities (Chae et al., 2018; Kuo et al., 2019). Access to adequate technology resources and support services enhances productivity, efficiency, and innovation within academic settings.

2. Discussion about Components of Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province.

Research Findings to confirm the Optimization strategy to improve the efficiency resources organization in new era of Universities in Jilin Province of 5 components consists of: Resource allocation, Organizational culture, Communication management, Labor relations, Technical support, The emergence of the five components of the optimization strategy Resource allocation, Organizational culture, Communication management, Labor relations, and Technical support—in improving the efficiency of resource organization in universities in Jilin Province can be explained through a review of relevant literature and related research conducted within the past decade.

3. Discussion about major findings of future wheels optimization strategies to enhance resource organization efficiency in new era of Universities in Jilin Province:

Here's an explanation supported by relevant literature and related research conducted within the past decade:

1. Data-driven Decision Making: The increasing availability of data and advancements in analytics technologies have made data-driven decision-making a powerful tool in various industries, including higher education (Bichler et al., 2016).

2. Artificial Intelligence and Machine Learning: AI and machine learning have shown promise in predicting future trends and optimizing resource allocation in higher education institutions (Zhang et al., 2019).

3. Smart Campus Technologies: Smart technologies, such as IoT devices, offer real-time data on resource usage, enabling universities to optimize scheduling and space utilization (Kuo et al., 2019).

4. Collaborative Resource Sharing: Collaborating with other institutions or external organizations allows universities to share resources efficiently (Duan et al., 2018).

5. Flexible Work Arrangements: Embracing flexible work arrangements reduces the demand for physical workspace and infrastructure (Kim et al., 2019).

6.Cross-disciplinary Collaboration: Interdisciplinary collaboration promotes resource sharing and efficiency gains by leveraging expertise across academic disciplines (Li and Qian, 2014).

7. Continuous Process Improvement: Implementing a culture of continuous improvement helps identify and eliminate inefficiencies in university operations (Johnson, 2017).

Synthesize the overall finding as the new knowledge. In order to optimization strategy to enhance resource organization efficiency in universities in Jilin Province more effectively, it is suggested to follow the following principles when formulating policies: Based on the components and key variables identified for optimizing resource organization in universities in Jilin Province, here are some policy recommendations for the new era 1. Resource Allocation 2. Organizational Culture: 3. Communication Management 4. Labor Relations and 5.Technical Support

Recommendations

1. Policy suggestion

Based on the components and key variables identified for optimizing resource organization in universities in Jilin Province, here are some policy recommendations for the new era:

(1) Implement a transparent and data-driven resource allocation system that takes into account factors such as academic performance, research productivity, and student needs.

(2) Regularly assess and adjust resource allocation based on changing priorities and demands within the university.

(3) Foster a culture of collaboration, innovation, and continuous improvement among faculty, staff, and students.

(4) Promote diversity and inclusivity within the university community to harness a wide range of perspectives and talents.

(5) Enhance communication channels within the university to facilitate information sharing and collaboration.

2. Practical Suggestion

Based on the components and key variables here are some practical applications for the new era:

1. Develop a centralized system for tracking and managing resources, including funds, faculty positions, and research facilities.

2. Foster a culture of collaboration, innovation, and accountability among faculty, staff, and students. Implement programs and initiatives that promote diversity, equity, and inclusion within the university community to enhance creativity and productivity.

3. Establish clear communication channels and protocols to facilitate information sharing and decision-making processes.

4. Prioritize open dialogue and transparency in labor relations to build trust and mutual understanding between university administration and faculty/staff.

5. Invest in robust technical infrastructure and support services to meet the evolving needs of faculty, staff, and students.

3. Further research on separation

Some of the common limitations of such studies might include here are some recommendations for future research:

1. Explore the perspectives of various stakeholders, including faculty, staff, administrators, and students, regarding the adoption of these optimization strategies. Investigate their perceptions, experiences, and attitudes towards these changes.

2. Examine the ethical and social implications of implementing AI, machine learning, and other technologies in resource organization within universities. Consider issues such as data privacy, algorithmic bias, and equity in resource distribution.

3. Investigate how contextual factors societal norms, influence the adoption and effectiveness of optimization strategies in universities in Jilin Province.

4.Explore the integration of sustainability initiatives into resource optimization strategies within universities. Investigate how sustainability goals intersect with efficiency gains and resource utilization practices.

5. Study the effectiveness of capacity-building programs and training to preparing university stakeholders to embrace innovative practices and technologies for resource optimization.

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Song Xiao, Sutida Howattanakul and Somsak Chanphong .2023 .(Factors Affecting Ceramic Art Design Education Administration Effectiveness : A case study of Private University**.** *Journal of Modern Learning Development Vol. 8* No. 9 September 2023 .pp. 137-153.

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