

# Research on the Work Incentive and Career Development of Dance Teachers in Colleges and Universities of Hunan Province

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**Abstract:** *Dance teachers are an important part of college teachers, and also an important carrier for effective teaching of art disciplines in colleges and universities. The establishment of an effective and comprehensive incentive mechanism and a broad career development platform is an important part of the development and management of college teachers' human resources. This paper adopts research methods of literature and field, through analyzing the work motivation of dance teachers in colleges and universities in Hunan Province, and according to relevant research theories, puts forward a series of incentive mechanisms and theoretical methods for professional development of dance teachers in colleges and universities in Hunan Province, which will fully mobilize the enthusiasm, initiative and creativity of dance teachers in colleges and universities in Hunan Province.*

**Keywords:** *dance teacher; work incentive; career development*

## 1. Introduction

The English word for motivation and motivation is "motivation". Although motivation and motivation are intrinsically closely related, there are also essential differences. Motivation describes the internal motivation of individual behavior, which has no inevitable relationship with management behavior and does not depend on management. As a function of self-management or group management, motivation belongs to the category of management behavior. In order to succeed, this kind of management behavior must be based on the premise of mobilizing the internal motivation of individuals, stimulate or cultivate people's work motivation, and promote the process of enhancing behavior efforts to achieve the set goals of groups or organizations. American scholars found through surveys that people generally only exert 20% to 30% of their personal abilities without incentives; if you have good internal and external incentive conditions, you can play 80% to 90% of your potential [1]. "Incentive mechanism" refers to the sum of the structure, mode, relationship and evolution law of the incentive subject system, which uses a variety of incentive means and makes them standardized and relatively fixed, and interacts and restricts with the incentive object in the organizational system. Therefore, correctly grasping the working motivation of dance teachers in Hunan colleges and universities, constantly stimulating their creativity and innovation spirit, and establishing and improving a set of corresponding incentive mechanisms accordingly can not only greatly improve the performance of work, but also play an important role in improving the education quality, school running level and school running efficiency of Hunan colleges and universities.

## 2. Professional characteristics of dance teachers

One of the most important aspects of the 5000 years of Chinese national tradition from ancient times to the present is to respect teachers and respect morality. Therefore, teachers have always played a respected role in the whole human society, and their social status is also high. However, the corresponding society has high requirements for teachers. As a profession of teaching, teachers' knowledge and professional skills must reach the corresponding level. This not only requires teachers to have a high level and a high degree, but also should have high quality, the ability to keep pace with the times and keep learning, be able to enrich themselves in the process of social progress, and cultivate their comprehensive quality and high-level level. As college dance teachers, they should also invest time, energy and money to enrich themselves to better meet the needs of this society [2]. The

characteristics of college dance teachers determine that they have a high position in the whole society, and also have multiple roles. The first is to play the role of teaching and educating people, and guide students to study seriously; Then, as an academic researcher, dance teachers in colleges and universities should make relevant contributions to the motherland and strive to publish research results in addition to teaching; At the same time, they may also act as administrators in the school, managing class affairs; The most fundamental thing is that dance teachers also serve as parents and children in the family. They have the responsibility and obligation of supporting the elderly and raising children. In life, they are still friends and relatives, playing a variety of roles and shouldering different responsibilities. Therefore, it is an obvious feature of dance teachers in colleges and universities to hold multiple positions.

### **3. Main problems in the work of dance teachers in Hunan universities**

#### ***3.1 Pressure caused by multiple roles***

Hunan university dance teachers play a variety of roles in the social work environment, and in the process of changing these roles, they often bring a certain degree of pressure to dance teachers. Hunan university dance teachers usually play the following roles: First, dance teachers themselves always play the role of teaching skills to students in the process of social work; Then as an artist, the society's requirements for college dance teachers are not only to act as a role of preaching, teaching and dispelling doubts, but also to make their own contributions to the development of society's art; At the same time, college dance teachers should also play the role of a student who keeps learning and making progress. By constantly learning from more experienced predecessors, we can guide students more maturely; Of course, college dance teachers also have their own families and play a certain role in the family. The transformation of these four roles makes college dance teachers bear greater psychological pressure. The most important point is that dance teachers in colleges and universities often have an extraordinary perfectionist mentality, hoping that they can maintain a more perfect state no matter when and where they are. This high demand for themselves will also make dance teachers in colleges and universities bear greater psychological pressure, leading to job burnout.

#### ***3.2 Challenges brought by the development of the times***

In today's society, the education system is constantly reforming. The opportunities and challenges brought by the education reform have put forward new requirements for college dance teachers, including personal qualities, professional abilities and other requirements. In order to adapt to the reform of today's education system, college dance teachers need to constantly improve themselves, constantly update their knowledge, and also improve their personal qualities [3]. The reform of this kind of educational system brings heavy psychological pressure and learning burden to professional teachers, and it is easy to bring job burnout to college dance teachers. In terms of education reform, it is also important that the current education system requires dance teachers to focus on the promotion of local art while giving teaching guidance to students. They need to constantly improve their artistic level to obtain more artistic achievements, which requires teachers to invest more time and energy in the pressure of art promotion, art promotion and teaching, It is also easy to cause college dance teachers' job burnout.

#### ***3.3 Heavy workload***

The academic qualifications of dance teachers in colleges and universities in Hunan Province are mainly master's students, but there are also many dance teachers with low academic qualifications or weak professional quality. Under the background of educational system reform, these dance teachers with poor professional quality often suffer more serious psychological pressure because they have a greater sense of crisis. Hunan Province has a large number of art students, and the professional work of dance teachers is complicated, It is easy to make some dance teachers physically and mentally exhausted. In addition to work overload, there is also a heavy task of local art promotion. Because most dance teachers will join the local dancer association, there will be a lot of social and artistic work to participate in and complete every year. Therefore, dance teachers in colleges and universities in Hunan Province should not only do their own job of educating students, but also spare time and energy to focus on art promotion. Being under such pressure for a long time will bring more serious job burnout.

### ***3.4 Incomplete management system***

The evaluation system of some colleges and universities in Hunan Province generally has some limitations. Some colleges and universities will conduct regular review and inspection after hiring teachers. This review and evaluation system will bring greater pressure and sense of crisis to dance teachers. Another aspect is that some schools attach great importance to scientific research and academic achievements, while dance teachers in colleges and universities rarely have high-quality art related scientific research achievements. This rigid regulation will bring a certain degree of pressure to dance teachers in colleges and universities in Hunan Province, which is more likely to cause job burnout. In the context of the current education system, the evaluation system of dance teachers in colleges and universities in Hunan Province is not mature, and the evaluation cannot be standardized, because the situation in various colleges and universities is different, and unified management cannot be achieved. Therefore, even if a unified evaluation system for dance teachers in colleges and universities has been set up, it cannot meet the requirements of different facilities and different humanistic academic environments in various colleges and universities, and unified evaluation standards are used to evaluate teachers in different schools and different occupations. For dance teachers in colleges and universities in Hunan Province, the evaluation of the harvest is not fair enough, which will also lead to dissatisfaction among dance teachers. Another point is that the school puts forward high standards and requirements for dance teachers, but does not provide them with many opportunities for further study, which cannot fundamentally help college dance teachers improve their professional level and ability. It is inevitable that it will be biased to use an unfair standard to measure college dance teachers.

## **4. Incentive measures for dance teachers in Hunan universities**

### ***4.1 Weakening professional expectations and fully understanding the career of dance teachers***

To do this, society and schools need to understand the nature of dance teachers' work. First, we should fully understand the professional work of dance teachers. Many people in the society think that dance teachers in colleges and universities are very relaxed. They not only have few courses but also have light tasks [4]. In fact, many dance teachers in colleges and universities not only shoulder heavy curriculum tasks, but also need to study, prepare lessons, complete scientific research tasks and other work at all times, and they also need to practice their skills at all times. Dance courses are only part of teachers' work. The spare time of college dance teachers is mostly occupied by self practice and scientific research, so the society needs to give a new understanding of the nature of college dance teachers' work. The second is to fully understand the responsibilities of college dance teachers. No matter how the dance curriculum in colleges and universities is changed, it is always in a subordinate position. Therefore, many social personages tend to blame the dance teachers for the students' imperfect artistic quality and artistic accomplishment. And to doubt, question the professional ability of dance teachers. Once a similar situation occurs, the responsibility should not be shifted to dance teachers, but should be combined with society, schools, parents, teachers and students to solve the problem. It would be unfair to put all the responsibilities on the dance teachers.

### ***4.2 Provide social support to dance teachers***

Although dance teachers in colleges and universities are not very important to the understanding of society [5]. However, as far as the current quality education boom is concerned, the society should give more tolerance to college dance teachers, support their social and teaching status, and actively respond to the importance of art education under quality education. Only in this way can we improve the confidence and social status of college dance teachers, and enhance their self-esteem and self-worth. So that college dance teachers can actively complete dance related work, and have a positive self-identity of their own work. At the same time, the society should actively give dance teachers a certain tolerance, to understand the difficulties of dance teachers. Students and parents need to look at the work functions of dance teachers correctly, and try to be more tolerant and understanding of dance teachers. For the society, it is necessary to make the right public opinion support for dance teachers, not to distort the nature of their work, but to help dance teachers re-establish the correct social orientation. Under the new education system, we should re formulate the positioning of dance teaching and art courses, take dance teaching as the basis of quality teaching, and actively develop dance courses in college curriculum.

## **5. Exploration of career development of dance teachers in Hunan universities**

### ***5.1 Increase the cooperative learning relationship between dance teachers and enhance the resistance to job burnout***

Cooperative learning is more conducive to brainstorming than independent learning. By synthesizing opinions and suggestions from all sides, we can use the collective wisdom to quickly solve everyone's problems. As long as they participate seriously, each member will gain more; they can also strengthen exchanges and cooperation between each other, cultivate interest in learning, and enhance their sense of responsibility [6]. These are the common benefits of cooperative learning. By contrast, as for the dance teachers in colleges and universities, just like the cooperative learning among students in schools, the most frequently contacted dance teachers are the colleagues in the office besides the students, and the teachers in the office and themselves do exactly the same job, but have different styles. They can communicate with each other in art teaching and complement each other through cooperation. There are many ways of cooperative learning. You can group art teachers according to the office, and then arrange each person's task division freely and flexibly within the group. For example, try new teaching software, apply some specific teaching content, and then determine a specific time. Arrange the teachers in the group to put forward various problems in teaching practice, deepen mutual communication and discussion, and focus on sharing experience in teaching work. In the process of communication, if you encounter problems that cannot be solved, you can solve them by consulting materials or consulting experts in the art field. In a word, the ultimate goal of the cooperative learning of dance teachers in colleges and universities is to enable each art teacher to gain something. No matter in the level of art profession, or in the communication between each other, great progress should be made.

### ***5.2 Actively learn relevant knowledge to enhance the identification of job burnout***

Now the whole society is advocating the concept of lifelong learning. Therefore, college dance teachers should be given more learning opportunities and channels to improve themselves. At present, many schools do not attach importance to the continuing education of dance teachers. This also led to the stagnation and lack of professional skills of college dance teachers. As educators, dance teachers should also be aware that they are also learners. They need to keep up with the development of society, update their own learning and education concepts, strive and be good at learning advanced teaching methods, teaching concepts and teaching methods, and be able to use the best teaching tools and teaching methods to improve their teaching level. Therefore, dance teachers in colleges and universities must also establish a correct concept of lifelong learning and learn about the latest educational information. According to these educational information, we should make appropriate adjustments to our actual teaching methods, teaching models and other aspects [7]. For example, it is now a period of rapid development and dissemination of modern and contemporary dance. College dance teachers should always pay attention to this information, and select the most suitable content for their own teaching to innovate their art teaching, so as to improve students' appreciation of modern and contemporary dance. Secondly, dance teachers in colleges and universities should adhere to their own professional ideas, consciously prevent and alleviate a series of negative effects caused by job burnout, and learn how to control job burnout. College dance teachers need to realize that art teachers are a long career and also need perseverance and perseverance. For college dance teachers, if they want to learn for life, they need to constantly recharge themselves. More importantly, we should make clear that our art teacher's work will lead to the problem of job burnout. We should know ourselves, understand the problem, dare to face the problem, and take the initiative to solve the problem of job burnout.

### ***5.3 Balance work and life to relieve job burnout***

Balancing the relationship between work and life is one of the important ways to maintain the good mentality of college dance teachers. According to the survey, if college teachers put too much energy into their work, they will naturally reduce their enthusiasm in life and family. In the long run, there will naturally be some conflicts with the family, which are often the incentives for job burnout. On the contrary, if too much investment is made in the family, it will naturally affect the work and lead to job burnout, which is a common occurrence for college dance teachers[8]. As a dance teacher in colleges and universities, not only dance teaching in schools, but also dance training and creation at home. This process of bringing work into the family is also one of the problems that induce job burnout. The contradiction between family and work is one of the root causes of job burnout, which requires college

dance teachers to balance the contradiction between them in a timely manner. Work and life should be done without delay, and tasks in work should be solved in work as far as possible, instead of work at home. On the contrary, it is the same. If the family has problems, it can't affect the work because of its own problems, so as to optimize their work and life. Do not delay and influence each other in life and work. For how to grasp the relationship between the two, dance teachers also need to maintain a positive attitude, to face the difficulties in life, to live a wonderful life, to do a solid job, in order to balance the two to alleviate teachers' job burnout.

## 6. Conclusion

Hunan universities should provide dance teachers with a stage and opportunity to give full play to their talents according to their personal interests, strengths and abilities, and constantly create conditions to optimize the working, living and academic environment of dance teachers. Establish and improve the personality incentive mechanism of professional status. As a special group with high quality, college dance teachers have their own particularity. They need to respect their professional status and personality, and their personality is often contained in the professional status. Therefore, recognize its value and build a platform for them to prove their value to the society, pursue life significance and success, build a business process of knowledge sharing, so that they can have a stable channel to obtain the information flow they need and update knowledge, which will form a greater and more powerful incentive role.

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