

# The Enlightenment of Taoist Management Thought on the Management of Colleges and Universities and Teachers

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**Abstract:** Chinese Taoist culture has been immortal for thousands of years. However, with the reform and the development of society, foreign management theories and ideas have been introduced into China, and the focus of managers and the public has also been put on foreign management theories and management ideas. This has led to the development of China's traditional Taoist culture, ideas and management concepts. So far, it has been forgotten by people. In the process of re-studying China's Taoist culture, ideas and concepts, it has been found that there are relatively many places in today's social development that are consistent with Taoist ideas. Based on studying the Taoist management thought, it highlights the necessity of its research, summarizes its main ideas, and discusses the application of its management thought in the management of colleges and universities. In the course of the study, it was found that the leaders of universities and secondary colleges were too centralized in the management of their subordinates and their teachers, and they did not properly delegate power, resulting in subordinates and their employees working at with low efficiency. By combining the Taoist management thought with the management methods of colleges and universities and teachers, the corresponding management methods are put forward: the affairs of colleges and universities' "do something, do not do something"; the development of colleges and universities is "To argue without arguing is not to argue, but to argue".

**Keyword:** Taoist Management Thought; Teacher Management; University Management

## 1. Introduction

General Secretary Xi Jinping put forward: "Development is the top priority, talents are the first resource, and innovation is the first

driving force".[1]From the perspective of management,we elaborate that development requires reasonable planning and scientific management,and talents are the key to development.The cultivation and management of "high-precision" talents directly affect the development of society. The foundation of innovation lies in the cultivation and management of talents. Talents and innovation affect the development of society,while social development affects talents and innovation.We elaborate from the perspective of Taoist management thought that development needs to follow nature, scientifically develop nature,[2]make man and nature live in harmony,which is the embodiment of Taoist ecological ethics.People are the basic elements of social development and progress, and talents are the key to innovation. The development and progress of society cannot be separated from people and talents, which is the embodiment of the Taoist people-oriented view.For the cultivation and management of people and talents,as well as the management and planning of innovation and development,it is natural to adapt to the development needs of today's society,but not too much intervention in its development law,which is the embodiment of the Taoist thought of inaction.Therefore, it can be seen that Taoist management thought and modern management concept complement each other,and even better than modern management concept.Therefore, this paper puts forward the influence and enlightenment of Taoist management thought on the management of colleges and universities and college teachers through detailed analysis and comparison of Taoist management thought and modern management thought.

## 2. The Necessity of the Study of Taoist Management Thought

In the 1980s,Western countries presented many advanced management ideas and management theories at that time,and made it an independent

discipline,highlighting the importance of management.The relevant management ideas and management theories put forward by western scholars embody the basic laws of management, enrich the content of management,enrich the connotation of management,and provide reference for future generations to further study management theories and ideas.However,we should not only study the western management thought and management theory.It is necessary for us to study the traditional Taoist management thought in our country.The necessity of its research has the following two aspects.

### **2.1 Eliminate the Psychology of Managers “Worshipping Foreign Things”**

The profound Taoist thought has a huge and far-reaching impact on society,but in the feudal society,it was put on the “coat” of God and ghost by people with ulterior motives.At the same time,with China's reform and opening up and the movement of breaking the four olds,modern people have neglected Taoist thought and managers have “abandoned” Taoist management thought.Therefore, more and more people and managers focus their attention on western management theory and management thought. In fact,China's Taoist management thought is consistent with western management thought in many aspects,and is more forward-looking and outstanding than western management thought in many aspects.In terms of its consistency,such as in the 1960s,American economists Schultz and Becker founded the theory of human capital,which is basically consistent with the idea of "people-oriented" in Chinese Taoism.There are many basically consistent management concepts like this.

### **2.2 Studying Taoist Management Thought Is More in Line with China's National Conditions**

In the middle of China's reform and opening up,some state-owned enterprises encountered bottlenecks in development and management.In order to eliminate the bottleneck,enterprises hired foreign management experts to serve as the general manager of enterprises,but they still did not eliminate the bottleneck problems they encountered.Hire foreign management experts,the use of Western advanced management theory and management ideas have not broken through its bottleneck, get rid of its

predicament to make the enterprise back to life,and ultimately hire local managers,the use of some of the Taoist management ideas and management concepts to make the enterprise reborn.Many times,some management ideas of Taoism are more in line with China's national conditions and can provide strong help for the development of enterprises.Therefore,while absorbing foreign advanced management concepts,we should also combine China's traditional Taoist management ideas and concepts,and take the advantages of both to ensure the better development of enterprises.Therefore,it is necessary to strengthen the research on China's Taoist management ideas.

## **3. Overview of Modern Management Concept and Taoist Thought**

### **3.1 Modern Management Idea**

The modern management concept is a set of theories and methods that combine management science,behavioral science and electronic computers,and focus on business strategy,business decision-making,and conduct a comprehensive and systematic management.Managers actively make deployments or adjustments that are conducive to the development of the enterprise according to the internal and external environment.

#### **(1) “Two-way” benefit maximization**

Benefit maximization refers to the use of the least investment to get the maximum income,to ensure that all transactions between customers and enterprises to achieve maximum benefits,which is the fundamental business profitability.In the capitalist countries,in the process of pursuing the maximization of interests,it is unlimited to squeeze workers or monopolize to raise prices,which eventually leads to frequent workers' strikes,and it is difficult for the government to interfere with enterprises.As a socialist country,China can carry out macro and micro regulation, promulgate relevant laws and formulate relevant policies to ensure that the interests of both parties are not lost.China's modern management concept is to ensure that both the interests of workers and customers and to ensure the interests of enterprises,so that the investment and harvest of both sides to achieve a relative balance,to ensure that enterprises benefit,consumers feel value for money,good

price.

#### (2) Recruit talents and retain talents

Talent is the first resource, the basis of innovation, and the necessary "factor" for enterprise development. In order to better develop, maintain its core competitiveness, not to be eliminated by the society, and make it constantly have new core competitiveness, according to the actual needs of the enterprise development and enterprise development stage or enterprise, enterprises will through the intermediary, the Internet, open recruitment, venue recruitment, recruitment of different talents, some key positions of enterprises will be at the expense of "strangers". At the same time, in order to reduce the loss caused by brain drain, enterprises will also formulate various incentive policies, such as performance appraisal, promotion, welfare treatment, organizational culture construction and so on.

### 3.2 Taoist Thought

Lao Zi, Zhuang Zi and others are the representatives of his Taoist thought. Lao Zi believes that the core idea of Taoism is "Tao". It is believed that "Tao" is the origin of the universe at the beginning of all things in heaven and earth, and the operation of all things in nature should follow its rules. The philosophical basis of Taoist thought is "Tao follows nature," and on the basis of its philosophy, it puts forward "governing by inaction." The core content and basic principle of Taoist management thought is "governing by inaction." [4]

#### (1) The Tao follows nature [5]

"There are four categories in the domain, and human settlements are one of them. Man follows the earth, the earth follows the heaven, the heaven follows the Tao, and the Tao follows the nature". [6] It can be seen that Taoism puts "nature" at the top of all things, and the development of all things should be in line with "Tao" and follow "nature". Nature is the basis for the occurrence of all things, and the development of all things should follow the laws of nature. The law of nature is to correctly understand and follow the laws of nature and objective laws, and make rational use of these laws to promote the development of all things in the world. Therefore, Taoism is not a matter of doing whatever you want, not imposing subjective consciousness on "Tao", nor is it metaphysics. Tao follows nature is the inherent

law of seeking the root of all things and the operation of all things. It follows the natural adaptation and is opposed to overriding nature and jumping out of the "Tao" rules. Only by following the rules of "Tao" and putting "nature" at the top of all things can all things be better developed.

#### (2) Governing by doing nothing [7]

Inaction is not doing nothing, but not doing it in vain, doing something but doing something, doing everything; inaction and governance is not not for no treatment, but for governance, governance but not for, for no treatment, governance and for, for the rule of the rule, for the rule of one. Its essence is to observe, investigate, analyze, think and summarize the advantages and disadvantages according to the laws of nature, so as to make it positive and appropriate. By avoiding its disadvantages and doing or not doing, so as to achieve the realm of "doing nothing" and "doing nothing". In doing but not doing, not doing but doing, we should grasp the essence of the problem and treat both the symptoms and the root causes, manage but not manage, manage but follow the rules of inaction.

## 4. The Management Rules Contained in Taoist Thought

### 4.1 Yin and Yang Rotation Cycle Law

Taoism believes that everything in the world is like Taoist gossip. The transformation of yin and yang is repeated, and different influencing factors are added to follow certain rules to continuously transform, and the results of transformation are ever-changing. [8] Managers should make appropriate plans according to the internal and external environment, follow the law of development, take reasonable actions, consider sudden factors, and cycle forward to ensure that something is repeated and new.

### 4.2 The Growth Law of Hexagram Mutual Generation

The widespread existence of contradictions and the existence of yin and yang in Taoist gossip shows that everything in the world must go through a process of birth, growth, maturity, decline, death and birth. And the speed of transformation is proportional to the speed of growth, that is, the faster the transformation, the faster the growth, the faster the death, and ultimately lead to the beginning of

the next round of transformation. If managers can understand its laws and can be well applied to practical work, they can accurately grasp the golden period of the development of a certain thing, and appropriately change the strategy to transform it, transform in complexity, develop in transformation, and endure for a long time.

### **4.3 The Law of Complementary Gain and Loss of Yin and Yang**

There is Yang in the Yin of the Taoist gossip[9], there is Yin in the Yang, Yin can be turned into Yang, and Yang can be changed into Yin, which shows that the gain and loss are relative. When managers look at the problem of gain and loss, they should think in a different way, so as to achieve gain without pride and loss without frustration. According to the existing knowledge, fully analyze the gain and loss problems, make up for the shortcomings, so that a thing can get better development.

### **4.4 The Eight Diagrams Cycle Time Law**

After the end of the operation of each divination of the Taoist gossip, it will enter the next gossip on its own. Each gossip has its own certain rules and stipulated time. Managers should also understand the truth, understand their own mission at different stages, according to the internal and external environment to determine whether they are moving forward or choosing to retreat, is a successful retreat into the next stage, or tap the potential, stay at this stage, the individual ability to play to the extreme. If managers can use their rules flexibly, they can promote their own development and also promote the development of something.

### **4.5 Yin-Yang Transition Regulation Law**

Taoism believes that the transformation of yin and yang is a natural law, irresistible, and other external factors can not be changed. A smart manager will follow the law of nature, that is, the law of yin and yang, to manage a certain thing, according to the environment appropriate self-regulation. Knowing what can be done and what cannot be done does not violate the laws of nature but follows the laws of natural development while properly adjusting the things and individuals.

In order to more intuitively show the management law contained in Taoist thought, it is now combined with modern management thought to explain. Here, it is combined with the

industry life cycle. The industry life cycle is an evolution process from growth to recession that every industry must experience. It refers to the time from the emergence of the industry to the complete withdrawal of social and economic activities. It is generally divided into four stages: infant stage, growth stage, maturity stage and recession stage.

## **5. The Enlightenment of Taoist Management Thought on the Management of Colleges And Universities and Teachers**

By highlighting the necessity of studying Taoist thought, this paper expounds the management rules contained in Taoist thought, summarizes the meaning of Taoist thought and modern management thought respectively, finds out the similarities between modern management thought and Taoist thought, and combines Taoist management thought and modern management thought, and applies them to the management of colleges and universities and teachers.

### **5.1 College Affairs “Something To Do, Something Not To Do”**

The Taoist management thought of "governing by doing nothing" suggests that university administrators should properly delegate power to the management of teachers, so as to "do something and do nothing", that is, "small things" should be delegated to subordinates and do nothing; "Big things" do not delegate power, but do something. Nowadays, with the rapid development of science and technology and the rapid exchange of information, every teacher is in a rapidly changing internal and external environment, and a large amount of information is exchanged between teachers and external environment, superiors and subordinates, and colleagues every day. These exchanged information include both insignificant trivial matters and major events related to the interests and long-term development of schools or colleges.

With the continuous development and growth of the school, the level of departments and personnel are gradually increasing, which leads to many and complicated things in the school, and the administrators of colleges and universities are still unable to do everything personally and "promising". Therefore, university administrators should not stick to "inaction" small things, and let subordinates or teachers do "small things" freely, while they should do a

good job in planning, leading and making decisions on "promising" big things. The "inaction" management of university administrators will form a set of invisible management mechanism in schools or colleges, which virtually manages teachers and regulates their behaviors. On the one hand, the management attitude of "doing something and not doing something" of university administrators can reduce their burdens and make themselves have enough time and energy to do "great things"; On the one hand, it can be recognized by subordinates and teachers for themselves and the school. Without any benefits, subordinates and teachers will also think about the development of the school. At the same time, it can effectively solve the control difficulty and improve work efficiency.

### 5.2 The Development of Colleges and Universities Is "Fighting Instead of Fighting, Fighting without Fighting"

Lao Zi praised "indisputable virtue" in Tao Te Ching, and thought that "the way of heaven is indisputable and good at winning". [9] Taking water as an example, Lao Zi thinks that "water is good for all things but does not dispute", precisely because water is "only indisputable, so there is no special (blame)", and "because it is indisputable, the world can't compete with it". [9] That is to say, this kind of water benefits all things without dispute, that is, it is a kind of "great struggle" of "good victory". "No dispute means great dispute", which contains profound dialectics, and the beauty of competition lies in "no dispute". The administrators of colleges and universities should not only "fight" but also "do not fight" when formulating the development strategy of colleges and universities, and put forward the "do not fight" exit strategy in time according to the resources or teachers of colleges and universities. Seemingly quitting, in fact, after analyzing itself, we temporarily adopt the strategy of "no dispute", and when we have the conditions of "dispute", we will make a blockbuster. Although colleges and universities are not enterprises, they are in a big economic environment, and competition is inevitable and everywhere, which leads to the basic consciousness that college administrators should possess. The task of college administrators is to make their colleges and universities grow and develop continuously in the

competition. However, according to Laozi's "indisputable virtue", facing the specific situation of colleges and universities, college administrators can sometimes adopt the "indisputable" exit strategy in order to gain the competitive advantage and development advantage of colleges and universities. However, when implementing the "indisputable" strategy, we should distinguish between primary and secondary, not dispute its short and its long, and at the same time, we should adopt the "indisputable" strategy in a timely manner by integrating the internal and external environment and the advantages and disadvantages of colleges and universities.

### 5.3 University Management Policy "The Power of Ministers"

The conspiracy of Taoism, the real purpose of its requirements for managers humble corporal is to enable managers to do "monarch inaction and ministers". Lv's Chunqiu once pointed out that doers, ministers, and pointed out that the easy management of managers is based on the loyalty of the managers to their duties. To this end, managers must work on people, but lost in official affairs, [10] work on people, ease in the use of energy, [11-30] through the net and the appointment of talented people, people know good, so as to reduce their own handling of trifles. The process of exempting themselves from unnecessary fatigue. This can effectively make up for the shortcomings of managers. At the same time, it is necessary to formulate a strategy suitable for the development of colleges and universities and rules and regulations for the management of teachers, so as to truly take the advantages of others and make up for their own shortcomings.

### 6. Complimentary Close

Taoist culture is China's local culture, after thousands of years and immortal, broad and profound. We should discard the dross and retain the essence, correctly understand, understand and apply the Taoist management thought, strengthen the research on the Taoist management thought, apply it to the management, improve the efficiency of local management and promote the better and faster development of colleges and universities.

The management and development of colleges and universities, the management of teachers in colleges and universities, and the formulation of

relevant systems can be combined with Taoism's thoughts of "doing something, doing nothing", "fighting rather than fighting, fighting without fighting", and "the power of policy makers and ministers". With scientific means, Taoism is integrated with modern management concepts. Combined with the actual situation, the management concept of Taoism is carried forward in the development stage. This can also achieve the best of both worlds. It not only carries forward and inherits the traditional management concept of our country, but also solves the problems in reality.

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