

## **Empowering with Ideological and Political Education, The Goal of Teaching and Educating People has been Achieved**

### **-- Practice, Harvest and Discussion of the Course "Organizational Behavior", a Model Course of Ideological and Political Education**

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#### **Abstract**

How to implement the ideological and political course can effectively land. The author summarizes the experience of teaching reform by carrying out the teaching practice of the demonstration course of ideological and political course. Pay attention to value guidance in teaching, develop the depth of ideological and political connotations, dig deep into ideological and political elements, and enrich ideological and political forms. In the teaching reform, we pay special attention to highlighting the main position of students, carrying out action learning, putting forward the evaluation model of Ideological and political teaching, and putting forward relevant suggestions for the implementation of curriculum ideological and political teaching.

#### **Keywords**

**Curriculum Ideological and Political Education; Organizational Behavior; Teaching and Research Reform; Ideological and Political Elements of Curriculum.**

#### **1. Introduction**

How to implement ideological and political courses in order to be effectively implemented is a topic that university teachers are discussing extensively. In 2021, Chongqing Institute of Technology organized a curriculum ideological and political demonstration course project, which aims to promote the in-depth development of curriculum ideology and politics, with a view to summarizing useful experience. The organizational behavior course I am responsible for is one of the demonstration courses. Through participating in the teaching practice of the course ideological and political demonstration course, my experience is profound-the ideological and political empowerment of the teaching reform course can promote the full realization of the goal of teaching and educating people.

#### **2. Pay Attention to Value Guidance and Explore the Breadth and Depth of Ideological and Political Connotation of the Curriculum**

Deepening the value connotation of curriculum ideology and politics is the first issue to be considered in curriculum ideology and politics. Combined with the characteristics of the course content, it is a key to choose and determine the direction and focus of the value guidance of the course ideological and political development. The mining of ideological and political elements should be guided by "Marxist principles", "the principles of being a person and doing things", "socialist core values" and "realizing the Chinese dream of the great rejuvenation of the Chinese nation" as the main value models. Organizational Behavior is a discipline that studies the psychology and behavior rules of people and groups in an organization. The teaching content

involves core contents such as individuals, groups, teams, leaders, communication, organizational culture and so on, which are closely related to values. It is particularly important to carry out ideological and political education in this course. In teaching, we should pay attention to value guidance from the following aspects.

(1) Taking the socialist core values as the core: the socialist core values are the core of the curriculum thought and politics, which has important guiding significance for the combination of organizational behavior and Chinese management practice. In teaching, we pay attention to the organic combination of knowledge content learning and core values guidance through the selection of typical cases and materials. For example, in the content of emotions and stress in teaching, taking Meng Wanzhou's return to China as a typical case, analyzing her ability to manage emotions and stress during the period, subtly aroused students' patriotic enthusiasm.

(2) Taking Chinese excellent traditional culture as the source: In the teaching of modern management thought, we should pay attention to guiding students to trace the source from Chinese traditional culture and seek the Chinese expression of modern enterprise management theory. For example, when learning contingency management theory, guide students to explore the core of Chinese traditional culture from traditional culture. The expression of Chinese contingency thought is that "there is no normal military power and water is impermanent". It not only helps students understand the content of knowledge, but also helps students be influenced and baptized by excellent traditional culture.

(3) Characterized by shaping professional values: In teaching, it is necessary to help students establish a correct outlook on life and world, and combined with the characteristics of human resource management and curriculum, I have determined the shaping of professional values as the main line of curriculum ideology and politics, and proceed accordingly. Instructional design guides students to establish correct professional values in the course content. For example, when learning the characteristics of charismatic leaders, encourage students to build self-confidence, establish a sense of purpose, and be determined and ambitious early; When learning, guide students to communicate with empathy and improve communication skills in the workplace.

### **3. Excavate Ideological and Political Elements and Enhance the Richness of Ideological and Political Forms in the Curriculum**

Yang Xingxing et al. (2021) pointed out that the ideological and political elements contained in the teaching content of the course should be deeply excavated, and the ideological and political elements of the course should be highlighted; cutting edge; The implementation of ideological and political courses should respect the curriculum system and conform to the teaching rules; The classroom teaching reform aiming at "curriculum ideological and political education" should organically combine value guidance, knowledge transmission and ability training to realize the organic unity of ideological and political education and knowledge system education; The teaching design of ideological and political courses should adhere to the unity of four combinations: ideal and reality, explicit and implicit, state and individual, moral education and intellectual education, and strive to improve students' analytical and speculative ability.

The mining and integration of curriculum ideological and political elements should not only be carried out from multiple perspectives and dimensions in teaching design, but also in the process of teaching implementation, It is also necessary to closely combine the typical events of the current teaching period, current affairs news, and school news, etc., to consciously upgrade and iterate ideological and political elements, and integrate ideological and political elements with more vivid characteristics and rich forms into teaching activities in a timely manner, so as to achieve better results. Excellent course ideological and political effects.

In the aspect of excavating ideological and political elements, my experience includes the following aspects:

(1) Highlight typicality: in the teaching design, combined with the teaching content, we should pay attention to the typicality of the integrated ideological and political elements. The more typicality, the more valuable it is. For example, choose the typical case of the anti-epidemic hero Chen Wei to learn role recognition, use the national recognition of meritorious figures to inspire the learning process, analyze the development stage of the team through the story of the women's volleyball team in the film "Win the Championship", analyze the source of the leader's influence through Ren Zhengfei, and encourage students To build one's own non-position influence, these are events that are widely concerned by the whole society, which are typical and valuable.

(2) Strengthening the current political nature: the current political nature is to pay attention to the major events in current political life, which needs to be organically combined with the curriculum content, and usually the elements of current political nature also have typical characteristics. 2021 is the centenary of the founding of the Party. In teaching, I pay attention to digging materials from the history of the Party. When learning the concept of core values of organizational culture, combined with the historical events of Sanwan adaptation of party history, tell students that it is precisely because Sanwan adaptation injects the soul of "serving the people" into the people's army that there is the heroic force of the Chinese people's Liberation Army. When learning the special concept of "special skills", understand the special skills required by astronauts in combination with the current political news events of the space station.

(3) Pay attention to freshness and activity: A large number of typical events that occur in a timely manner are used in teaching, which makes the ideological and political elements appear particularly vivid, which can effectively attract the attention of students. miracle. In practice, I will combine the course content to see if there is such a fresh "live fish" available. For example, on the day when I was studying the course of "Leadership", which coincided with the opening of the Sixth Plenary Session of the 19th Central Committee, I shared the editorial articles about the views of party leadership and naturally introduced them into the course study.

(4) Close to life: Ideological and political elements should be close to students' life, and students will have a strong sense of closeness and acceptance. For example, the school organized teachers to learn the advanced deeds of Wang Hongxu, a model of the times. When teaching values and attitudes, I took him as a typical example of Chongqing; When learning the knowledge of moral leadership, please share the story of Mao Xianglin, a native of Wanzhou in Chongqing, who moved the Chinese character; The upper-level teachers and sisters of the Human Resources major filmed a video showing the morning class. I shared it with the students in time, and sent a message to the students to mobilize a positive emotional state through the morning class to start their daily learning; in the teacher-student symposium, the students When they showed their reluctance to learn theory, I responded in class and guided them to pay attention to the cultivation of professional quality; when learning the theory of leadership traits, I organized students to discuss the characteristics of excellent class leaders, which promoted the interaction between class leaders and classmates. Mutual understanding plays a positive role in class construction.

#### **4. Explore the Instructional Design, Highlight the Students' Subjectivity and Learning Action**

Mei Ruibin (2021) pointed out in the research on the construction system and value model of "curriculum thought and politics" that the carrier of curriculum thought and politics reform and construction is curriculum construction, and the implementation platform is mainly classroom

teaching activities. Curriculum thought and politics should be deeply integrated into classroom teaching construction, and implemented in all aspects of curriculum goal design, syllabus revision, textbook editing and selection, and lesson plan courseware preparation, which runs through classroom teaching, teaching discussion, experimental training Each link of the assignment paper. The academic affairs office should play a main role, take undergraduate teaching as the main position, cooperate with various departments to give full play to the advantages of various teaching units, and unblock the context of all staff education, whole process education and all-round education based on the curriculum ideological and political system. Combined with the ideological and political requirements of the curriculum, actively explore the teaching reform, pay attention to the teaching practice dominated by students and characterized by action learning, and promote the cultivation of values and literacy through self experience activities and under the guidance of teachers. In my teaching, according to different teaching contents, I have adopted a large number of different forms of action-oriented learning, including group tasks, activities and games, role-playing, flipped classrooms, scene discussions, etc. These activities are very popular among students. Teaching method innovation is not only a requirement of teaching reform, but also greatly empowers the ideological and political curriculum of the curriculum, significantly improves the ideological and political effect of the curriculum, and promotes the achievement of the goal of teaching and educating people.

(1) Group tasks: In teaching, groups are arranged for video shooting, and the content is required to be created by themselves, reflecting the teaching content. The learning form of group tasks cultivates students' spirit of unity and cooperation. Students learn to recognize the advantages of other students, learn to understand the relationship between individuals and organizations, and promote class construction.

(2) Activities and games: Students draw relevant conclusions through activity experience, which vividly reflects the disciplinary characteristics of organizational behavior. For example, when learning to communicate, a game of writing words on the back to transmit information was carried out. Through experience, students learned how to improve their communication skills; When learning the selective characteristics of cognition, let two students write down what they see from school gate to classroom respectively. The contents written by students are often quite different. Experiencing cognition has selective characteristics, which also stimulates students' love for campus.

(3) Group discussion: group discussion is widely carried out in teaching to stimulate students' thinking vitality through discussion. Teachers should correct and guide the deviation of values in time. For example, when students discuss how newcomers in the workplace spend the probationary period, some students will say that the newcomers in the workplace should give gifts to the boss, etc., and the teacher should guide them in time.

(4) Role-playing: I often use role-playing teaching methods in teaching, such as experiencing different emotions (and different leadership styles), etc., and students interpret emotions in different situations through role-playing. So that students can understand the different effects of different emotional states on people, and enhance students' ability of emotional management.

(5) Flipped classroom: When teaching the content of organizational culture construction, this part of the content is very boring, and it is difficult for students to enter the corresponding learning situation. I adopted the teaching method of flipped classroom, assigned tasks in advance, and determined that the reputation is very high. Huawei, Haier, and Fangtai are the target companies, and study their value concepts, corporate culture construction process, and corporate culture construction experience, etc. Students are required to conduct case studies in groups and share them. In the process of learning and sharing, students receive people-oriented and socially responsible education at the same time, and receive good teaching effect of ideological and political courses.

## 5. Explore Teaching Evaluation and Promote the Objectivity of Ideological and Political Effect Evaluation

How to organize teaching evaluation on the effect of ideological and political courses is also a problem for teachers and teaching managers to think about. Whether the ideological and political development of the curriculum has achieved the expected goals and effects, and how should it be evaluated? At present, many schools have not yet formed mature specialized evaluation tools and scales for the evaluation of ideological and political education, and experts in schools usually use conventional teaching evaluation indicators, which do not well reflect the pertinence of the evaluation of ideological and political education.

Ni Han and Liu Caiyu (2022) pointed out in their research that the curriculum ideological and political evaluation should highlight the role of students, counselors, teachers, families, supervisors and employers, Construct a concentric circle evaluation system with student evaluation as the center and collaborative evaluation of diversified subjects.

In the management of human resources training, Koch's evaluation model is widely used to evaluate the training effect. The model carries out multi-dimensional and long-term evaluation of training activities through four layers: response layer, learning layer, behavior layer and effect layer. This model provides ideas and reference for the evaluation of Ideological and political effect of curriculum.

(1) Assessment based on the response layer-classroom feedback: Full-time teachers can directly feel and evaluate students' participation, integration, recognition and acceptance in the course content and ideological and political integration through the teaching implementation process, that is, classroom teaching activities, so as to preliminarily evaluate the effect of ideological and political teaching in the course. This is not much different from the conventional teaching evaluation, but the relevant evaluation dimensions of curriculum ideological and political education can be correspondingly increased in the evaluation scale.

(2) Based on learning level assessment - questionnaire survey: The learning level evaluation evaluates the students' acceptance of the knowledge content. In practice, the questionnaire method is used for the students. The survey content consists of two parts. The first part of the questionnaire, combined with the specific teaching content, understands the students' memory and perception of the ideological and political elements taught or excavated by the teacher in the teaching process, and evaluates whether the value transmission carried out by the ideological and political elements of the course is recognized and helpful. Learn from knowledge points. I investigated 32 knowledge points with ideological and political elements in teaching. Students' feedback shows that when filling out the questionnaire, they can immediately recall the knowledge points, because the knowledge with ideological and political elements is easier to get into the mind. For example, when learning social values in teaching, I took Zhang Guimei, a Chinese character who moved me, as an example, and conducted an investigation at the end of the term. The students' awareness of this knowledge point and character memory was 100%, among which 88.9% of the students thought that in addition to promoting the understanding and mastery of knowledge points, they were baptized and educated by dedication.

The second part is the questionnaire, which investigates the students' overall evaluation of the curriculum ideological and political education, such as what form they like, what ideological and political materials they like, and which teaching methods they prefer. By collecting students' opinions and suggestions, we hope to improve the teaching design accordingly. For example, from the perspective of content, students prefer current political news, campus news and things around the class.

**Table 1.** Assessment questionnaire based on learning layer

<b>1 Questionnaire</b>				
<b>Questionnaire topic</b>	<b>Option 1</b>	<b>Option 2</b>	<b>Option 3</b>	<b>Option 4</b>
<b>When studying Introduction, teachers use the video clips of Armageddon to understand the application and function of Organizational Behavior.</b>	Impressive, stimulate the understanding and interest of the course, and promote the understanding of knowledge.	Impressed, ideological and political elements can promote the understanding of knowledge.	Can remember knowledge points more clearly.	The memory of ideological and political elements is not very clear.
<b>Learning Individual Psychology and Behavior, knowing the campus through experience activities and helping to understand perception are selective.</b>	Impressive, promoted the understanding of knowledge, and was educated by loving campus.	Impressed, ideological and political elements can promote the understanding of knowledge.	Can remember knowledge points more clearly.	The memory of ideological and political elements is not very clear.
<b>When studying values, introduce the touching stories of Wang Hongxu, a national outstanding teacher of Chongqing dadukou district, who is a model of the times.</b>	Impressive, promoted the understanding of knowledge, and at the same time was educated by advanced figures who were willing to contribute.	Impressed, ideological and political elements can promote the understanding of knowledge.	Can remember knowledge points more clearly.	The memory of ideological and political elements is not very clear.
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<b>2 Questionnaire</b>				
<b>Questionnaire topic</b>	<b>Option 1</b>	<b>Option 2</b>	<b>Option 3</b>	<b>Option 4</b>
<b>Favorite ideological and political elements</b>	Financial affairs	Things around campus	Traditional Culture	Other
<b>Favorite form of ideological and political teaching</b>	Video	Text materials or case lectures	Role-playing activities	Discuss
<b>What values do you like to incorporate into the ideological and political elements?</b>	Socialist core values	Professional values	Outlook on life	Chinese traditional culture
<b>Evaluation of Teaching Design with Ideological and Political Elements in Teaching Activities</b>	The ideological and political elements are organically integrated with the teaching content, which sublimates the teaching content.	The ideological and political elements are better integrated into the teaching content, and the teaching design is better.	Ideological and political elements are integrated into the teaching content, but they lack strong support for the content.	There is a lack of ideological and political elements in teaching, which is far from students' expectations.
<b>Overall Evaluation of Curriculum Ideological and Political Education in Teaching</b>	Very satisfied	Satisfy	Quite satisfied	Generally

(3) Based on behavior level evaluation-feeling growth: behavior level evaluation refers to whether students' behavior has changed to some extent after receiving values education. In the teaching class, I can personally feel the changes that have taken place in a certain class, and the students have made the same positive self-evaluation. The class used to be dull and the cohesion of the class was not strong, but with the advancement of teaching, the interaction of students

became stronger and stronger, and the teamwork of the class was more displayed. When summarizing the learning gains of this course, students believe that this course has left too much gains, growth and changes for students, with special emphasis on the positive changes in the class atmosphere.

(4) Evaluation based on the effect level - social evaluation: The final effect of curriculum ideology and politics should be the most convincing evaluation made by the employer and the society after students enter the society. This is a test of the final achievement of the school education goal. Therefore, schools pay more attention to the first three levels when carrying out curriculum ideological and political evaluation.

## **6. Summarize the Implementation Experience and Strengthen the Practicality of the Curriculum Ideological and Political Experience**

Through the questionnaire survey, the students gave positive feedback and high evaluation of the ideological and political effects of the course, with 92.4% being very satisfied (with a score of 95 or more), and 96.2% being satisfied (with a score of 90 or more). The analysis of the reasons is mainly due to the bold teaching reform in teaching, the action-based learning that highlights students' dominant position, the vivid and rich teaching forms and methods, and the integration of curriculum ideological and political education, which makes students have a strong sense of gain and effectively promotes the achievement of curriculum teaching objectives.

Recalling that I have presided over the project of Ideological and political demonstration course of this course for about one year, focusing on the talent training scheme, under the guidance of curriculum ideological and political education, restructured the syllabus design, vigorously carried out teaching reform, and played a positive role in promoting the completion of the teaching objectives of the course. Teaching innovation and integration of curriculum ideology and politics have played a positive role in further developing students' thinking, enhancing students' professional quality and professional ability, and promoting class construction. Therefore, it is meaningful to summarize the beneficial experience of the project practice of the demonstration class.

(1) the development process records. In teaching, I will make some process records in class, and take photos and videos of the course ideological and political activities for teaching summary and review, so as to help summarize the practical experience of the course ideological and political activities. These materials are also the witness of the good time experienced by teachers and students, leaving a good learning memory for students, becoming the emotional link between teachers and students, and integrating temperature into the ideological and political teaching activities of the course.

(2) Implement two-dimensional evaluation. Based on the student dimension, it is a more objective and comprehensive evaluation method to evaluate the effect from the two dimensions of teaching content and course ideology and politics. While conducting value guidance, curriculum ideology and politics should be conducive to promoting knowledge transfer. If the curriculum ideological and political elements do not promote knowledge learning and understanding, it is impossible to talk about effective curriculum ideology and politics, resulting in the phenomenon of "two skins". According to the feedback from the questionnaire survey of the above two dimensions, students have a clear impression on the knowledge points of ideological and political elements in this course, which reflects that students have a strong cognition and deep understanding of relevant teaching contents, and at the same time, they affirm and agree with the value guidance of teachers' integration, which proves that the ideological and political course is successful.

(3) Optimize the evaluation mechanism. Curriculum ideological and political education is embodied in the whole process of teaching activities, not only in the link of teaching design, but also in the bit by bit of the process of teaching implementation. Some of the effects of curriculum ideological and political education can be reflected immediately, and more need to be evaluated comprehensively after accumulation over time. Therefore, the evaluation and assessment mechanism of curriculum ideological and political education should be optimized. To this end, I have the following suggestions: First, pay attention to evaluating whether teachers have a keen awareness of curriculum ideology and politics, mainly to dig deep into the ideological and political elements in the teaching content, whether to pay attention to the correct guidance of students' values in teaching interaction, and whether teachers can use The second is to pay attention to the feedback and evaluation of the counselor when evaluating the behavior level; the third is to use the push method instead of the scoring method for teaching evaluation, and encourage teaching supervisors to "discover the eyes of beauty" To summarize the teaching innovation activities of teachers in curriculum ideology and politics, classify and promote the excellent experience and achievements of curriculum ideology and politics, and irrigate a hundred flowers of curriculum ideology and politics.

**Table 2.** Elements of Curriculum Ideological and Political Evaluation Table

<b>Elements of curriculum ideological and political evaluation</b>	<b>Evaluation dimension</b>
<b>Keen consciousness</b>	Excavate the connotation of ideological and political value by combining the course teaching content.
<b>Element mining</b>	Choose typical, current political, lively and life-oriented curriculum ideological and political elements.
<b>Value guidance</b>	Pay attention to correctly guiding students' values.
<b>Political integration</b>	The effective integration of ideology and politics strongly supports the teaching content and promotes the achievement of teaching objectives.
<b>Set an example</b>	Pay attention to the influence of setting an example and being a teacher on students.

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