

摘要

近几年国内高校教师队伍基本上都存在教师流失的现象，只是因各高校的具体情况而在程度上有所差异，但是在一定程度上来说，具有一定的共性。成都学院是国家教育部批准成立的独立学院，是采用新模式新机制举办的以本科层次为主的普通高等学校。学院总体发展态势良好，但在学院发展的过程中始终存在教师流动率特别高的问题。教育兴国是国家发展战略之一，人才的培养中学校不能缺席，优秀的师资队伍更不能缺席。强大的师资力量量的缺席，学校就不可能培养出具有创新精神和实践能力的合格人才。较高的教师流失率严重地影响了学校师资队伍的建设、学科建设，影响教学质量的稳定和优秀人才的培养。

在人力资源管理的理论依据的基础上，本文对成都学院教师流失问题进行研究。在相关理论的基础上，结合成都学院的实际情况，通过调查分析，了解到成都学院当前教师的工作满意度情况等，了解成都学院教师流失的主要原因。针对成都学院教师流失的主要原因，运用人力资源管理知识，从多方面提出了解决方案。

关键词：独立院校 ， 教师流失 ， 工作满意度

ABSTRACT

In recent years, the teaching staff of colleges and universities in China are basically the phenomenon of teacher loss, but because of the specific situation of colleges and universities and the degree of differences, but to a certain extent, there is a certain commonality. Chengdu College is an independent college approved by the Ministry of Education, and it is a general institution of higher learning based on the new model and the main undergraduate level. The overall development trend of the college is good, but in the course of the development of the college there is always a particularly high rate of teacher turnover. Education to rejuvenate the country is one of the national development strategies, and colleges and universities are an important base for training talents, and the construction of teaching staff in schools is extremely important. Without a strong teaching staff, it is impossible for schools to develop qualified personnel with innovative spirit and practical ability. The higher rate of teacher turnover has seriously affected the construction of school teachers, subject construction, the stability of teaching quality and the cultivation of outstanding talents. From the perspective of human Resources research, this paper studies the problem of teacher turnover in Chengdu College. On the basis of relevant theories, combined with the actual situation of Chengdu College, through investigation and analysis, to understand the current teacher job satisfaction of Chengdu College, and understand the main reasons for the loss of teachers in Chengdu College. Aiming at the main reasons of teacher loss in Chengdu College, this paper puts forward the solution from many aspects by using the knowledge of human resource management.

Keywords: Independent colleges, teacher churn, job satisfaction

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