



# Research on the Practice of Psychology in Vocational Education Management

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**Abstract:** The role of psychological theory in vocational education management is multifaceted. This article first explores the definition and scope of psychological theory, its key principles and concepts, and its practical implementation in vocational education. The role is to enhance student motivation, facilitate effective communication, and create a positive learning environment, which can be applied in career guidance, emotional regulation, leadership, and teamwork. Finally, challenges and strategies for overcoming obstacles in applied psychology theory were discussed. Through the above research, vocational colleges can create a conducive learning environment for students, enabling them to possess the skills and mindset necessary to succeed in their chosen careers.

**Keywords:** Psychological theory; Vocational education management; Function; implement

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Psychological theories play a crucial role in shaping the management pattern of higher vocational education, and understanding the core principles and concepts of these theories is the foundation for formulating effective strategies. The integration and application of psychological theories can enhance motivation, communication, emotional health, career guidance, leadership, and teamwork. Although these theories offer enormous potential, they also pose challenges that need to be addressed. Only by overcoming these challenges can we pave the way for a rich vocational education experience and promote the development of students' comprehensive qualities.

## 1. Utilizing Social Psychology Motivation to Promote Class Self Management

Vocational college students who are detached from high-intensity high school studies are prone to psychological health problems that they may not adapt to in relatively free professional studies. In addition, influenced by various forms of entertainment both online and offline, they are more susceptible to the influence of misconceptions and thoughts during the learning process. The student stage is an important stage for the formation and development of values. Many students have developed a clear conformity mentality, and some may be influenced by incorrect values, which may lead to the formation of negative group phenomena. For example, there are significant differences in the learning and entertainment atmosphere between dormitories, with some dormitory members addicted to online games and even skipping classes. Some dormitories have a good learning atmosphere, and there is a good phenomenon of students catching up with each other in their academic performance. These all indicate that there is a group phenomenon among vocational college students in their learning and life. Therefore, vocational colleges should actively and flexibly use social psychology motivation to encourage students to set excellent examples in the group and encourage them to consciously regulate their own behavior.

On the one hand, vocational colleges should allow teachers to use their words and actions to guide students and play a good exemplary role. On the other hand, teachers can choose excellent students and students who have made significant progress as learning role models, and promote students to actively learn through the power of role models among students. From the perspective of teaching practice, the power of role models and the establishment of student models can better exert the "peer effect" and have a positive impact on the student population. By leveraging the exemplary power of teachers and peer students, it can promote students' self-awareness of their shortcomings in various aspects, and inspire self-management among students within the class. Starting from the intrinsic motivation of students, the construction of the campus education management system can be continuously improved.

## 2. Using the hierarchy of needs theory to stimulate teachers' intrinsic motivation

Maslow is a famous American humanistic psychologist who adheres to the principle of "putting people first" and studies the relationship between human psychological activities and external behavior from the perspective of basic human needs. He clearly revealed in the research process that the relationship between different levels of human needs can be divided into five aspects from low to high, namely phys-

iological needs, safety needs, belonging and love needs, respect needs, and self actualization needs. The first three aspects of demand are the basic needs for human survival. The last two aspects are personal growth needs. Maslow's hierarchy of needs theory is widely applied in the field of management, which stimulates people's intrinsic motivation through specific management behaviors. Maslow believed that the lower the demand, the greater their power and potential.

In the field of vocational education, the application of Maslow's hierarchy of needs theory has certain guiding significance for educational management and has a multi-level impact. Vocational teachers have actual material needs, but there are generally basic problems such as poor housing conditions, low wages, and low social welfare. The working environment urgently needs to be optimized and respected by society. However, due to the lower position of higher education in vocational colleges, the social status and academic authority of vocational college teachers are generally low, but they have a strong need for self realization. Facing the current situation of weak academic environment and relatively low teaching and research level in vocational colleges, vocational colleges should try their best to meet the material needs of teachers in terms of housing, work, environment, salary, benefits, etc. By utilizing Maslow's hierarchy of needs theory and implementing reasonable personnel system reforms, we can stimulate teachers' work motivation, enhance their sense of belonging, enable them to fully engage in teaching activities, and improve teaching efficiency. By creating an atmosphere of respecting teachers and valuing education, schools can enhance students' sense of identification with the work of teachers, improve their sense of happiness, enable teachers to play a leading role in teaching reform, and cultivate high-quality talents for society. By building a teacher promotion platform, it is possible to carry out formal teacher training, attendance evaluation and other activities, establish an education and training achievement reward system, encourage vocational college teachers to conduct scientific research activities, continuously stimulate their intrinsic motivation, and enable teachers to realize their life value. Only by providing appropriate incentives from the perspective of teachers can we establish a basic guarantee for campus education management.

### **3. Applying Positive Motivation Theory to Improve Student Mental Health**

The strict management of students in vocational colleges includes multiple aspects, and vocational college students are in an important stage of laying a foundation and cultivating habits. Strict management can not only maintain the authority of the school, but also instill a sense of awe in students, ensuring the orderly implementation of student management systems. Strengthen the understanding of rules and regulations, and better integrate into different environments in future social work. However, excessive emphasis on strict requirements in the specific management process of students may lead to the development of extensive management methods and exacerbate their rebellious psychology.

Therefore, under appropriate and strict management, it is necessary to take positive incentive measures, pay attention to protecting students' curiosity and enthusiasm, pay attention to the excellent achievements of students in learning and work, and use positive feedback mechanisms to help students achieve a positive cycle of growth and progress. The role of the Pygmalion effect in educational psychology mainly refers to students moving in the direction expected by the teacher. Therefore, in student management, teachers can use flexible ways to motivate students, provide a stage and opportunity for students to showcase their talents through campus activities, let students feel their own value, and gradually establish positive self-awareness and self guidance. The psychological application of this positive motivation theory can further promote the growth and development of students.

### **4. Actively carry out pre job training for faculty and attach importance to mental health education**

Schools should actively carry out pre job training for new teachers and newly hired management personnel, especially training them on the characteristics and importance of professional activities, to enhance their high sense of identity, responsibility, and mission. By understanding the history and current situation of the school, we can enhance our understanding and sense of belonging to the school, understand the school's educational management and regulations, and enable newly hired faculty to master basic work skills and norms. Meanwhile, various forms of training on students' mental health skills are also essential.

Firstly, the school management department can provide information on the overall mental health level of students, requiring school

staff to have a certain understanding of students' mental health before starting work. This is beneficial for them to carry out targeted education for students with different mental health problems. Secondly, schools can hire excellent mentors and teachers, and use seminars and other forms to allow outstanding teachers to share their experience in management and teaching, emphasizing the important connection between students' mental health level and teaching management, so that newly hired teachers have a more definite understanding of the specific content of their future careers, and attach importance to the inclusion of students' mental health in future management and curriculum systems. Schools can also invite renowned mental health education experts from outside the school to teach mental health education knowledge, which can help newly hired faculty members improve their understanding of school mental health education and student mental health education, and integrate this new understanding into future management and educational activities.

In short, incorporating psychological theories into vocational education management is a dynamic process that can empower educators and students. By utilizing these theories, a learning environment can be created that enables students to be proactive, emotionally resilient, and possess the basic skills required for future careers. Despite the potential challenges, proactive strategies enable educators to effectively overcome these obstacles and ultimately help students achieve success in a constantly evolving professional environment.

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