

The Difficulties and Solutions of Work Ethics Construction in University Staff under the Three States of Consciousness View

Gao Peng^{1,*}, Zixing Zeng²

¹*School of Marxism, University of Shanghai for Science and Technology, Shanghai, China*

²*School of Marxism, Jiangnan University, Wuxi, Jiangsu, China*

**Corresponding Author.*

Abstract: Currently, the relevant departments in China attach increasing importance to the construction of work ethics in university staff, and the requirements for the work ethics in university staff are becoming increasingly strict. However, incidents of university staff violating work ethics standards occur from time to time. It can be seen that the construction of work ethics in university staff still needs to be continuously strengthened. As an effective methodology proven in practice, the system concept also has important guiding significance for the construction of work ethics in university staff. Based on these understandings above-mentioned, this article studies the difficulties and solutions in the construction of work ethics in university staff from a systemic perspective, so then provides some theoretical reflections on the construction of work ethics in university staff.

Keywords: Three State View of Consciousness View; Construction of Work Ethics in University Staff; Difficulties; Solutions

1. Introduction

At present, the work ethics in university staff has got more and more attention of the relevant departments in China, and the relevant requirements for the affair above-mentioned are also becoming more and more strict. However, occasional incidents of university staff violating work ethics standards still occur in real life.[1] From this, it can be seen that the construction of work ethics in university staff still needs to continue efforts. As an effective methodology proven in practice, the system concept can also provide effective guideline for the construction of work ethics in university staff. Based on this, this article

studies the difficulties and solutions in the construction of work ethics in university staff from a systemic perspective, providing some theoretical thinking for the construction of work ethics in university staff.

2. The Consciousness Morphological Background of the Construction of Work Ethics in University Staff

According to the relevant principles of historical materialism, in a specific society, ethics is a part of the superstructure of ideas, and the superstructure of ideas is also consciousness conformation.[2] Based on the above understanding, for a specific society, moral construction is an important component of its consciousness morphological construction. Currently, there are also specific requirements for moral construction in China's current national mainstream consciousness forms. In October 2019, the "Implementation Outline for Citizen Moral Construction in the New Era" have been issued by the central Institution of top administrative department and the national council of China, which includes the overall requirements of "vigorously promoting our national core values throughout society, actively advocating for prosperity, democracy, civilization, harmony, freedom, equality, justice, the rule of law, patriotism, dedication to work, integrity and friendliness, comprehensively promoting the construction of social ethics, work ethics, family ethics as well as personal ethics, continuously strengthening education guidance, practical cultivation, and institutional guarantees, continuously improving the moral quality of citizens, promoting the comprehensive development of people, and cultivating and nurturing new people of the times who shoulder the great responsibility of national rejuvenation", meanwhile, "we should focus on the construction of social ethics, work

ethics, family ethics and personal ethics” as well as “promote the practice of work ethics with dedication to work, honesty and trustworthiness, fairness in handling affairs, enthusiastic service and dedication to society as the main content, meanwhile, encourage the people to be excellent constructors in the work”. [3] In the current moral code system in China, the most core and important part is the national core values. The normative requirements of this value system at the individual level are patriotism, dedication, integrity, and friendliness. In addition, the above-mentioned work ethics also include honesty and trustworthiness. The construction of work ethics in university staff also includes the construction of academic integrity. Based on the above understanding, the requirements for moral construction mentioned above also inherently include the relevant requirements for the construction of work ethics in university staff, thus constituting the consciousness morphological background for the construction of work ethics in university staff.

3. The Ecological Difficulties and Consciousness Mentality Challenge of Consciousness in the Construction of Work Ethics in University Staff

3.1 The Ecological Difficulties of Consciousness in the Construction of Work Ethics in University Staff

The current ecological difficulties in the construction of work ethics in university staff in China is mainly manifested in the mismatch or difference between the national requirements for the work ethics in university staff and the non-mainstream trend of work ethics of some university staff in the society. Specifically, the expectations of relevant departments in China for the work ethics in university staff are becoming increasingly high, and the relevant requirements are also becoming more and more strict. However, there are still some non-mainstream thoughts of work ethics in university staff in our society that don't fully match or conform to the relevant national requirements, and there is a certain degree of misalignment or difference between the two above-mentioned.

Specifically, in Chinese society, the non-mainstream work ethics of some university

staff mainly include utilitarianism [4], pragmatism, individualism, and refined selfishness. Under the influence of these non-mainstream thoughts or values, some university staff have deviations or errors in their understanding of work ethics standards. The misconceptions above-mentioned are mainly manifested in the four ways as follows. Firstly, they only need to seek more work results without following ethical standards. Secondly, as long as the quantity and quality of the work results obtained are high, even if the methods and means used to achieve these results don't comply with professional ethical standards, it is irrelevant. Thirdly, whether to comply with work ethics is their own responsibility and has no connection with any others or the society. Fourthly, as long as they achieves a large quantity and good “quality” of work results, and obtains significant related benefits, even if violating work ethics standards will affect others and society, they won't hesitate to do so.

There is a clear deviation or mismatch between the erroneous understanding of work ethics norms by some university staff above-mentioned and the requirements of relevant departments in China for the work ethics in university staff. This deviation or mismatch constitutes the current ecological difficulties in the construction of work ethics in university staff in China.

3.2 The Consciousness Mentality Challenge in the Construction of Work Ethics for University Staff

At present, the consciousness mentality challenge in the construction of work ethics in university staff mainly manifests as a lack of understanding or recognition of professional ethical norms at the consciousness morphological or consciousness level among some university staff. The specific situation above-mentioned mainly includes the following two types. Firstly, some university staff lack or have insufficient knowledge, understanding and comprehension of work ethics standards, which leads to unintentionally implementing behaviors that violate the work ethics standards of university staff without understanding them. Secondly, although some university staff have a relatively sufficient understanding, knowledge and comprehension of work ethics standards, they lack recognition

of the necessity and value of the standards above-mentioned. Therefore, they knowingly violate the above standards or attempt to evade the constraints of work ethics standards in certain special ways and means, so then ultimately intentionally carry out some behaviors that violate the work ethics standards of university staff. In short, the consciousness and mentality challenges in the construction of work ethics in university staff mainly include the two types as follows. Firstly, there is a lack of understanding of academic ethical norms at the level of consciousness morphological concepts or consciousness.[5] Secondly, there is a lack of identification with professional ethical standards at the level of consciousness morphological concepts or consciousness. In terms of the current situation of work ethics construction in university staff, the second challenge above-mentioned is more common, urgent and prominent. Meanwhile, it is more difficult to cope with and solve the second challenge above-mentioned.

4. The Solutions for the Construction of Work Ethics in University Staff under the System Concept

As an effective methodology proven in practice, the system concept also has important guiding significance for the construction of work ethics in university staff. Under the system concept, the construction of work ethics in university staff should be comprehensively considered and coordinated to fully utilize the roles of various relevant elements. Specifically, in terms of the focus of the construction of work ethics in university staff, it is necessary to simultaneously and collaboratively promote both “self-discipline” and “heteronomy”.[6] In terms of “heteronomy”, it is necessary to coordinate the use of legal and moral means. That is to say, it is necessary to establish and improve relevant laws, regulations, and institutional mechanisms. Meanwhile, it is also necessary to use the above-mentioned laws, regulations, and institutional mechanisms to deal with the behavior of university staff who violate work ethics or even commit crimes. At the same time, it is necessary to use the above-mentioned laws, regulations, and institutional mechanisms to moderately reward and praise the behavior of university staff who abide by

work ethics. [7] Of course, one point that shouldn't be ignored is that legal means can often only be dealt with after work ethics issues arise among university staff, and can't completely prevent the occurrence of the above-mentioned problems. In order to better prevent the occurrence of work ethics issues among university staff, at the same time, it is necessary to strengthen the education of work ethics in university staff and relevant moral evaluation, incentive, and restraint measures to guide them to consciously abide by the work ethics norms of university staff. At the same time, in terms of “self-discipline”, it is also necessary to make full use of the self-education, guidance, and restraint role of university staff, so that they consciously abide by the work ethics standards of university staff.[8] In addition, the main body of the construction of work ethics in university staff should include not only the university staff themselves as the first responsible person, but also other units and personnel related to the construction of work ethics in university staff, such as the organization and personnel departments of universities, the secondary departments and Universities to which university staff belong, and the vast number of students. Firstly, the organizational and personnel departments of universities should conscientiously fulfill their responsibilities, establish and improve relevant systems and supporting measures, especially incentive and restraint measures, and actively promote the construction of work ethics in university staff. Secondly, the secondary departments and Universities to which university staff belong should also conscientiously fulfill their responsibilities, actively strengthen the governance of work ethics for the teachers under their jurisdiction, establish and improve measures for publicity, education, incentives and constraints, so as to create a good situation where teachers in this department and University generally consciously abide by work ethics norms. Meanwhile, creating a good ecology for the construction of work ethics for teachers in this department and University. Once again, it is particularly noteworthy and emphasized that the construction of work ethics in university staff must pay attention to the influence and role of students. In a sense, students also constitute an important external factor in the construction of

work ethics in university staff. If students can first consciously abide by national laws and regulations, school rules and regulations, and social ethics, and can also handle their relationships with university staff within the scope allowed by national laws and regulations, school rules and regulations as well as social ethics in their daily work, study and life, as well as can supervise the work ethics in university staff, then the external environment for the construction of university staff work ethics will be better.

In addition, as an important theoretical innovation in educational anthropology and a comprehensive research paradigm in educational anthropology, the three states of consciousness view has achieved a series of results in the integration of educational theory, and has also played an important role in empirical research and educational reform. [9] In addition, the concept of the three states of consciousness also has important reference value for the construction of work ethics in university staff, which can be used to analyze and solve the current problems in the construction of work ethics in university staff, and form a new paradigm for research on the construction of work ethics in university staff. At the same time, through the analysis of the consciousness morphological background, ecological difficulties, and psychological challenges of the construction of work ethics in university staff from macro, meso and micro dimensions, we can also clearly see that the crux of the construction of work ethics in university staff lies in the expectations and requirements of the mainstream national consciousness conformation on the macro dimension, which are difficult to effectively implement in the consciousness ecology and consciousness mentality of work ethics in university staff. In other words, there is a certain mismatch or difference between the consciousness ecology and consciousness conformation of the work ethics in university staff and the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff. The current state of consciousness ecology and mentality of work ethics in university staff is deeply and complexly influenced by subjective and objective factors, which cannot be completely and effectively changed in the short term. The related

difficulties and challenges cannot be completely and effectively solved in the short term. Therefore, in order to implement the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff, the consciousness ecology and mentality of university staff work ethics should comprehensively consider the actual situation and needs of China's social trends and individual graduate students.

In such a realistic context, the construction of work ethics in university staff needs to be comprehensively analyzed from three dimensions: macro, meso, and micro, rather than just focusing on a specific issue. The construction of work ethics in university staff is facing a path of integration between the unity of the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff and the diversity of the consciousness ecology and mentality of the work ethics in university staff. Specifically, it is necessary to enable university staff to have a full understanding and comprehension of the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff. At the same time, they should deeply understand the objective correlation between their professional ethical behavior and its influence with others and society, recognize their social responsibility in creating and maintaining a good professional ethical ecology, and thus form an internal strong recognition of the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff, and become conscious followers and loyal practitioners of the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff. The construction of work ethics in university staff is a long-term and arduous task. Only by simultaneously considering the different practical situations and needs of the consciousness morphological, ecological, and psychological dimensions of the work ethics in university staff, can we truly achieve practical results, consolidate the social foundation of the construction of work ethics in university staff, promote the formation of recognition,

internalization and externalization of work ethics norms among university staff, so then assist in the stable and far-reaching practice of work ethics construction of university staff.

In short, to solve the difficulties of the construction of work ethics in university staff, the key is to internalize the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff into the consciousness and mentality of individual university staff to identify with the above expectations and requirements, while also building a good consciousness ecology for the construction of work ethics in university staff. That is to say, in order to effectively promote the construction of work ethics in university staff, it is necessary to make university staff go through a process of cognition, understanding, recognition, as well as practice of the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff. In other words, this is also a process from internalization to externalization, from internalization in the heart to externalization in action.[10] The most difficult aspect among them is internalization. In terms of internalization, it is necessary to complete several progressive and in-depth steps or stages from cognition, comprehension to recognition. Meanwhile, these steps or stages above-mentioned are crucial.

5. Conclusions

In summary, when examining the current issues in the construction of work ethics in university staff from a systemic perspective, it can be found that the difficulties in the construction of work ethics in university staff lie in the ecological difficulties and psychological challenge of their consciousness. The ecological difficulties of consciousness in the construction of work ethics in university staff mainly lies in the fact that there are still some university staff who have a wrong understanding of work ethics standards, and there is a clear deviation or mismatch between the requirements of relevant departments in China for the work ethics in university staff. The consciousness morphological and psychological challenges in the construction of work ethics in university staff mainly include the following two types. Firstly, there is a lack

of understanding of academic ethical norms at the level of consciousness morphological concepts or consciousness. Secondly, there is a lack of identification with professional ethical standards at the level of consciousness morphological concepts or consciousness. Under the system concept, the construction of work ethics in university staff should be comprehensively considered and coordinated to fully utilize the roles of various relevant elements. Specifically, in terms of the focus of the construction of work ethics in university staff, it is necessary to simultaneously and collaboratively promote both “self-discipline” and “heteronomy”.

In terms of “heteronomy”, it is necessary to coordinate the use of legal and moral means. In other words, it is needful to establish and coordinate the use of relevant laws, regulations, ethical norms as well support measures to encourage university staff to abide by work ethics. At the same time, in terms of “self-discipline”, it is also necessary to give full play to the self-education, guidance and restraint role of university staff, so that they consciously abide by the work ethics standards of university staff. In addition, the main body of the construction of work ethics in university staff should include not only the university staff themselves as the first responsible person, but also other units and personnel related to the construction of work ethics in university staff, such as the organization and personnel departments of universities, the secondary departments and Universities to which university staff belong, and the vast number of students. To collaborate and leverage the governance and supervision role of the above-mentioned organizations and personnel in the work ethics behavior of university staff, and create a favorable external environment for the construction of work ethics in university staff. In short, to solve the difficulties of the construction of work ethics in university staff, the key is to internalize the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff into the consciousness and mentality of individual university staff to identify with the above expectations and requirements, while also building a good consciousness ecology for the construction of work ethics in university staff. That is to say, in order to effectively promote the construction

of work ethics in university staff, it is necessary to make university staff go through a process of cognition, understanding, recognition, as well as practice of the expectations and requirements of the mainstream consciousness conformation of the country for the work ethics in university staff. In other words, this is also a process from internalization to externalization, from internalization in the heart to externalization in action.

Acknowledgments

This paper is supported by The National Social Science Fund of China “A Study on the Unique Concept of Civilization Contained in Chinese path to modernization” (No.23&ZD032) and the 20th “Qiu Xuan Hu Jiang” Postgraduate Science and Technology Cultural Festival Project of University of Shanghai for Science and Technology “Rolling Survey on the Contribution of Members of China’s top political management department (2024)”.

References

- [1] Jingxian Hu. Exploration of Work Ethics Construction for Young University Staff. *Industrial & Science Tribune*, 2022, 21 (02): 258-259.
- [2] Gong Xiang, Quanheng La. Clarifying the Essence of Ethics: and Partially Questioning the Definition of “Ethics” in Relevant University Textbooks. *Journal of Hubei Correspondence University*, 2015, 28 (18): 37-39.
- [3] The “Implementation Outline for Citizen Moral Construction in the New Era” have been Issued by the Central Institution of Top Administrative Department and the National Council of China. *Xinhua News Agency*, October 27, 2019 [Citation Date: March 20, 2025].
- [4] Jiayin Zheng, Jianping Ju, Changhui Yu. A Preliminary Analysis of the Problems and Countermeasures in the Construction of Work Ethics for University Staff in the New Era. *University*, 2023, (19): 166-169.
- [5] Dongqin Fu, Zhiling Zhao, Ziqian Wang. Problems and Improvement Paths in the Construction of Work Ethics in University Staff. *Education and Teaching Forum*, 2024, (39): 37-40.
- [6] Rong Wang. The Opportunities and Challenges of Integrating the Construction of Work Ethics for University Staff with the Construction of “Course consciousness conformation and Politics”. *Journal of the Open University of Fujian*, 2023, (01): 8-11.
- [7] Ziyue Zhang. On the Construction of work ethics in University Staff in the “Internet plus” Era. *Bridge of Century*, 2024, (09): 75-77.
- [8] Zhaoqin Jiang. A Preliminary Discussion on the Path of Work Ethics Construction in University Staff. *Journal of Hubei Open Vocational University*, 2021, 34 (04): 19-20.
- [9] Minhui Qian. Proposal of Different Paradigms and Three State View of Consciousness in Local Research of Chinese Educational Anthropology. *Journal of Northwest Normal University (Social Sciences Edition)*, 2020, 57 (06): 93-100.
- [10] Xiaobin Huang. The Practical Value of the Hippocratic Oath in Academic Professions: Reflections on the Construction of Work Ethics for University Staff. *Journal of Weifang Engineering Vocational University*, 2021, 34 (03): 46-52.