Research on human resources management of private special education institutions

Guest Song Jian
(Chizhou College of Management and law Anhui • Chizhou State)

Abstract: Private Special educational institutions play an important role in the field of special education, but facing management lag, the difficulties of teachers and running a school, . Human Resources Important resources for private special educational institutions, Optimizing Human resource management system for private special educational institutions, with far-reaching significance, on the basis of The analysis of the manpower of private special education institutions Resource Management existing issues, raises human resources management awareness for institutional leaders, establish a scientific and complex human resources training system, to build a multi-channel hr Incentives, Improving the informatization of human resource management.

Keywords: Private Special education institutions; Human resources Management; Training; Incentives

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1. Introduction

Children with disabilities although psychologically, defects or differences in physical or physical structure often, but based on UNESCO Salamanca Declaration as described in: each child children have unique features, interests, ability and learning needs, based on education for Images Special, Special Education is designed and implemented through a unique educational system, largest Limited to meet the education needs of special children, develop their potential, To make them more long knowledge, Get skills, Perfect Personality, enhance social capabilities, becomes self-reliant and for socially useful people. Institutions that undertake special education tasks generally include the public special Education schools and private special education institutions, public Special Education School is the "" Educational institutions, Assume the education responsibility of children with age disabled, Children with disabilities cannot get a chance to merge in an ordinary primary school. Other enterprise organization, Agency Group, Other social organizations and individual citizens are organized by law specifically for disabled children child, teen-run special education institutions, also special education system To force, Last in recent years, With the country's emphasis on special education, Private Special teaching institutions are developing rapidly, to a large extent make up for special education in some areas blank, but compared to the development of society as a Whole and realistic requirements, and no small Gap, in particular internal management aspects to be developed and perfected, The manpower Resources The issue of source management is particularly prominent. so, from Human resources management angle How to promote the construction of related systems, How to promote yourself, How to promote the Government House function, to promote the development of private special education, Has important meanings semantic.

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2. Current situation of human resources management in private special education institutions
education institutions

2.1 leaders lack the right sense of human resources management . due to private special The founders of educational schools are mostly entrepreneurs or love with some economic power Heart People , part of special child's parents , They have enough enthusiasm to vote into the educational career , But most of the special education has not been deeply studied nonporous , and lack of human resources management related knowledge , internal personnel administration is based entirely on individual subjective experience , The scientific and artistic nature of management is difficult now , This affects the teaching quality of private special education schools to some extent , also affect the school's long-term development . in a private special education school For example , School's principal is self-employed , The school's day-to-day management is basically left to another professional old Division responsible for , But this professional teacher does not have enough management experience , Cause school Internal management disunity , severely affects the improvement of the teaching quality of special education . events on , Strategic management capabilities for leaders of any organization , system tuning capability , Human resources management awareness , etc ., have far-reaching implications for your organization's long-term development.

2.2 Non- stable teaching staff in private special education institutions . working with autistic children child , children with cerebral palsy , Education for special children, such as children with mental retardation, is smaller than normal. Learning teachers to pay more , But because it's private nature , It's hard to get state funding from a public school with a ' ' sample , causes teachers in private special education to be treated with the public. There are more differences in special education schools , The salaries of private-sector institutions that are issued to teachers Even below local average wage , related Social Security benefits basically no , work tired , Low treatment , and lack of occupational security , causes the private special education organization to teach Organizational Commitment less , high turnover , General Service time not exceeding one year , out of the the most immediate consequence of this is that the normal teaching process is affected , causes teaching quality and teaching are significantly compromised .

2.3 special education professional teachers lack of human resources , cannot meet growing Social requirements . A serious shortage of teachers has become the largest bottle of current special education. neck . in a specific institution for example , The school has 10 class , by standard should be with , teacher, But currently teachers only name, Severe teacher shortage . once for teacher training transfer , or teacher out for training , School normal teaching

Learning can be significantly affected . The causes this to occur from two aspects for analysis , on the one hand, the need for special education teachers in society is added . with autism to represent mental disability , the number of children with intellectual disabilities increases every year . China people with disabilities The Federation announces a China 0–6 Sample survey of children with disabilities show , all Country approximately 0–6 age disabled child 139.5 million , New every year 0–6 disabled childrenapproximately 19.9 million , where the proportion of mental disabilities is highest . in China 0–14 old children , disabled children 900 million people , Accounting for the total number of children in the country 2.66% on the other hand, the supply of special education talents is severely inadequate , There are currently approximately Colleges and universities with special education specialty , According to the latest of the National Bureau of Statistics and Education publish data show , National Common School special Education students 49.2 million , year special Education Graduates 5.9 million , Special Education School new recruit 9.2 million . even though special * The number of graduates in education is delivered annually , but specialized in special education after graduation work less than , because most teaching objects are autistic children , everychildren are different , If you don't have great patience and love, it's hard to keep doing it. go to , Many of the teachers recruited over the period left the . also has a partTeachers think that the work of the special education is too single and boring , is doing the same every day Repeat Labor , Easy Job Burnout ,, which leads to the idea of leaving the job .

2.4 Professional quality of personnel in private special educational institutions to be promoted . " China Special Special Education teacher Development Report 2014 " show , quality of special education teachers in China steady
increase. A full-time teacher's academic record increases, More than a year increase; The job title structure continues to improve, Increase the proportion of intermediate and above titles; Special Education The proportion of the education professional training teacher is increased annually. The quality of teacher education is significantly improved, post pre - culture complete, teacher training reform continues to deepen. Hosting Special education Education Undergraduate Colleges 15, Academy of Education is. The culture pattern tends to be diverse. The culture process highlights the professionalism and the complex by the. Training System steps toward specification, training quality escalation. Most of the Schools in special education are children with severe disabilities. This requires teachers to understand both the theory of rehabilitation and practical knowledge, also understands psychology, teach Yukon, even information science. current, Most special education teachers come from semester teaching Education, Psychology different majors, lacks special education capabilities, discipline Education Ability, recovery capability, A composite of multidisciplinary knowledge and skills such as general education capabilities Special education teacher.

2.5 lack of training for teachers in private special educational institutions. See from training content, training missing targeted, Special education teacher Professional training less, Most schools lack of perfect training system, No training for practical issues in education, results in poor Training. Although some schools send teachers to work every year. Training, But the percentage of employees involved in training is relatively low, training time is shorter. another outside, Less training for special education teachers on their own psychological problems. investigation, engaging Special Education teachers, more than half have mental health problems. This may work tired with a long, job burnout due to the inability of the working object to communicate with you about. so, Mental health training for this group is particularly important, if not open in time Show Psychological grooming, They may not be able to afford to leave the teacher position.

Post-pre-service training system for special education teachers Imperfect, Training Management is not a rule fan. current, no shortage of highly educated people working on special education, but generally lacks The Special Education Practice training, Solid theoretical knowledge, but insufficient practice. to for teachers in the case of the, participate in continuing education or other on-the-job training, also more casual, No scientific training requirements Analysis, Training process difficult to control, Training effect is not scientifically evaluated, causes training to be a formality.

2.6 The low level of information on human resources management in private special education institutions. Manpower Resources are the survival of private special educational institutions at all, Information on human resources management job for the special education organization, training, Evaluation and compensation benefits management important meaning, benefit from consolidated institutional human Resources, Improve the work of human resources managers efficiency, Strengthening communication between institutional managers and employees, make it easier for managers to make management decisions. current, Application of information technology in the teaching of special educational institutions more broad, but not enough in school administration, especially personnel administration, Information degree is very low, even some applications, but also A formality, do cosmetic, message The challenge of traditional management mode in the process is particularly prominent, Traditional Personnel Management is still in the mainstream, Human Resources management information is backward.

3. Action Recommendations

According to the present situation and problems of human resource management in private special education institutions analyze, Combining National special education policy, discusses how to improve the current Human resources management issues for private special educational institutions, can be from the following 4 aspect Analysis: Enhancing the human resources management awareness of institutional leaders; to establish a scientific Composite HR training System; Building multi-channel human resource incentive mechanism; Improve the level of human resources management informatization.

3.1 Enhance human resources management awareness of institutional leaders. leader the right concept affects the
organization's long-term development. Many private-sector special institutions life cycle is very short, This is closely related to the management philosophy of leaders. The leaders of the private-sector institutions should establish the right human resources management Awareness, to treat talent as the first important resource for an organization source. Develop and implement people-oriented A Human resources management system for the core of thought; Improve the inductive and employment mechanism, Eclectic, to use, to achieve the ability to post matches, Send With personal expertise; Refine your organization's training system; Implement Incentives, to respect people, off Heart People, Understanding people, love People for the creation of incentive corporate culture; Establish a total quality control Sense, establish a sound quality check system, strictly enforce the quality management system. only so, to promote the healthy development of special educational institutions.

3.2 establish a scientific and complex human resources training system. Special Education teachers The lack of resources and the low level of professional comprehensive quality can be done through training workaround. The greatest feature of special education is the specificity of educational objects, every learning Students’ educational claims are different. So different organizations should create their own bacon Training System, Through training needs analysis clear training object, based on student features and special Industry Requirements Select targeted training content, and determine the most effective training party, finally test the training effect in practice. currently, Many organizations have special training teacher for, unique instructional video file, Teaching Text, Evaluation method and Practicing course, and so on. In addition to the organization's own training, also encourage teachers to go out more, take part in some short term related professional and technical training, enhancing communication with peers, can be to get the latest special education information, extending knowledge area, Training teachers as Special Education, Psychology, complex talents for education and rehabilitation medicine. Although the cost of outbound training is relatively high, But the entire teaching team is constantly charging, to better serve students and parents who intervene in institutions.

3.3 Building a multi-channel human resources incentive. Private Special educational institution People's instability, the bottom line is that the organization manager has not developed and executed a Human Resources Incentive mechanism with effect. to retain outstanding Employees, must establish a valid Incentives, keep people in system. First, Create pay based on performance pay paid benefit system, more pay, guarantees internal fairness and external fairness of compensation. mesh before, different units of teachers’ treatment in private special education institutions, different regions differ significantly. But even the developed regions, their pay and labor are not proportional. compensation benefits as important incentives, must be placed first; Second, Add from a large environment policy support for large private special educational institutions promotion of special education teachers’ clubs will be image. actively seek government support from outside, from compilation, Financial subsidies, etc. To obtain resources. Internal Human Resource management system, Create Build a positive corporate culture, Create a harmonious working atmosphere and team atmosphere, build Machine Structure Long term retention mechanism.

3.4 improve the information level of human resource management. in the Information Age, Organizational tube information is an inevitable trend in the process of organization development. Although the current private special education the institutions Human resources management system is still immature, but think and line about this. The move should be put on the agenda. because human resources management information is simpler, Special Education Education institutions can be extended to student administration, Educational Administration, departments such as financial management Administrative work. with the development of large data technology, Private Special educational institution by Large data enhancement and government, Home, Peer Organization, Communication between societies. But in the letter rest process, inevitably encounters some hurdles. current, Many private special education machines Low level of construction management, lack of technical talent required for informatization, so, Change the tube Staff Concept, establishing scientific management system, training technicians are private special The prerequisite of human resource management informatization in educational institutions.
4. Epilogue

Private Special education institutions undertake special child rehabilitation and special child parents Important responsibilities for training , are important forces of special education , such as star Rain , with Lynn , " four clover The influence of private special educational institutions, such as, in the field of special education Very large , But at present, many small private special education institutions are facing foot , Brain drain , even surviving challenge , In situations where the environment is difficult to change, Non-governmental special educational institutions need to carry out their own human resource management problems deep analysis , Find resolution , on the basis of changing institutional leader Awareness , construct Build a multi-channel human resources incentive mechanism , Building a system of complex talent training , and from Improve the efficiency of organization's human resource management in the view of informatization . Private Special educational institutions Improvement of human resources management , Training for special education talents , Private Special The development of education is of great significance .

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