

# 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

---

Fund Projects : Chizhou College Innovative Entrepreneurship Program ( number = 201711306027) , Instructor : Wang Guest ; Anhui Provincial Social Science Program (number : ahsq 2016 D , ; Project group members : Wang Guest , Song Jian , Yin Chengliang , Zhang Tianbao , ji hai wide , Wang Peng

## 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 .

---

Copyright ©

This is an open-access article distributed under the terms of the Creative Commons Attribution Unported License

(<http://creativecommons.org/licenses/by-nc/4.0/>), which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

## 2. Current situation of human resources management in private special 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 caseof 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 , Informationdegree 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 fromImprove 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 .

## References

---

1. Zhang Xiaoken , Yang Huifang , Yiu Shouming . about perfecting the salary of special education teachers in China Considerations for the system [J]. Labor Security World ,2017.9.
2. Ding Li , Yun Build Wave , Yun June , Ding . talking about disease control institutions Public Health manpower Resources Source status and administrative actions JJ.Admin Watch , 2017.2.
3. fee New . Study on integrated management of teaching resources of special education schools in Changchun City [D]. Yanbian University , 2016.
4. Soaring . Discussion on the management of special education schools based on information technology J ]. less Chinese year ,2016.18.