



The discussion on the reform of higher education and the innovation of human resource management in colleges and universities

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Abstract: In the context of rejuvenating the country through science and education, in order to enhance the competitiveness of our country's education, in recent years, higher education is constantly deepening the reform, which brings great transformation to the development of the education system. Human resource management is one of the important means to promote the standardized development of colleges and universities, which should not be underestimated in the work of college education management. This paper, from the perspective of higher education reform, focuses on the analysis of human resource management innovation strategies in order to achieve optimization and adjustment, to create maximum educational benefits for colleges and universities.

Keywords: Higher education; Reform; Colleges and universities; Human resource management; Innovation

1. Uphold the concept of human-oriented human resource management

The key of human resource management in colleges and universities lies in people, and the core of its management is to maximize the subjective initiative of talents, so as to promote the faculty of each post to perform their respective duties and give full play to their enthusiasm on the road of education. There is a saying in the Doctrine of the Mean, "Wei zheng zai ren, qu ren yi shen", which means "to govern well requires good ministers, and to obtain good ministers requires correcting oneself first". Therefore, according to the author's opinion, in order to practice efficient human resource management, the construction and implementation of the management system must adhere to the human-oriented concept, enabling the management work to truly reflect the idea of "benevolence first". In daily management, it is necessary to adhere the teacher first, to strengthen the system construction on the teachers' life, study and work, especially in the employment of foreign excellent education talents, to make them have good sense of belongs, to provide living guarantee, to arrange their spouses to work and children to study, etc., so as to promote the advantages of introducing international education talents in universities and colleges, and to reduce the concerns of recruiting talents. Secondly, the salary and benefits of teaching staff should be clearly defined, ranging from personal leave and family leave to accommodation, medical treatment and old-age care. This is a completely humanized management mode. In addition, colleges and universities should actively provide a democratic and free teaching and research environment for faculty and staff, and adhere to the people-oriented management philosophy and school administration policy. For example, a joint management strategy can be carried out to set up academic committees for faculty and staff in each department, and corresponding sites, funds and equipment can be provided to make them devote themselves to academic research and help them give full play to their educational potential.

2. Rationally allocate human resources to improve their effective utilization

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Colleges and universities of our country play a key role in promoting social and economic development of talent reserve. The cultivation of talents in colleges and universities cannot be separated from the tireless and painstaking efforts of the teaching staff. Meanwhile, the rational allocation of educational talents is also crucial, which is of great practical significance to the improvement of the structure of talents and the adjustment of the faculty. Therefore, in terms of human resources management structure of colleges and universities, leaders of colleges and universities should strengthen to conduct scientific rationalization structure adjustment of the teaching of scientific research, administration and logistics department personnel. In particular, as the core of human resources in colleges and universities, teaching and research experts should increase their proportion in the number of professional educational talents to ensure the stable improvement of teaching quality. In order to achieve this educational goal effectively, colleges and universities should combine with the reality, simplify the administrative personnel, reduce the redundant work flow, adopt the elimination system and the talent selection system to select talents, so that the competent people can work more and get more. According to the allocation of teaching and research personnel, it is also necessary to combine the actual teaching situation, and determine the actual positions and number of personnel required for teaching and research work based on the characteristic majors and school objectives of colleges and universities, so as to improve the efficient and reasonable utilization of human resources in colleges and universities and ensure the high matching between teachers and positions.

3. Increase the services of human resources and strengthen the development of human resources

With the rapid development of modern science and technology, the continuous production of new fields and new knowledge promotes the continuous innovation and development of our country's higher education. Therefore, teachers, as the main force of talent training, should not be limited to their original knowledge and skills, but should keep pace with the time, promote the timely updating of their knowledge structure in the professional field, broaden the scope of educational knowledge and teaching level, so as to improve their professional teaching ability and quality. From the perspective of improving educational talents, in the practice of human resource management in colleges and universities, it is necessary to pay more attention to the human resource service and teacher education management training. According to education needs and the actual situation of teachers, they should formulate the corresponding training objectives, actively do a good job in early training mobilization, formulate perfect teacher training plans to ensure all staff can regularly receive relevant education and training, especially the young teachers who are new at the post of education industry. They should strengthen pre-job and on-the-job training, to help them as soon as possible to meet the needs of jobs, to get better and faster development of learning. At the same time, in the development of human resources, colleges and universities should pay attention to methods, must not blindly implement, and should combine with their own educational goals, characteristics and advantages. They should select faculty members with rich teaching experience, advanced ideas, outstanding ability and noble quality. In addition, they should base the emphasis of human resources training and development on young and middle-aged teachers who are the core of realizing in-depth high-quality education in colleges and universities. Only by reforming their knowledge and ideas and improving their comprehensive qualities can they devote themselves to professional teaching construction and promote the rapid development of colleges and universities. In the process of training, colleges and universities should also use a variety of measures to improve the positivity and enthusiasm of faculty members to participate, so that all can participate in order to achieve a good overall expected effect.

4. In conclusion

In short, in the process of the construction and development of colleges and universities, educational talents play a decisive and key role, and the gathering of educational talents in colleges and universities is the proof of their social status and teaching strength. Therefore, continuous innovation of human resource management in colleges and universities is the key work to realize steady and sustainable development in colleges and universities. Nowadays, with the progress of society and the development of knowledge economy, which makes human resource management in colleges and universities become more complicated. Only when colleges and universities constantly realize management

innovation, can human resource management effectively provide a steady stream of power for the development of colleges and universities.

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