

Research on the Management Optimization of Scientific Research Resources Management in Local Normal Universities

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Abstract: The optimization of scientific research resource management is a complex work in the development of local normal universities. Its work content involves the whole process of scientific research projects. Teaching staff can learn in scientific research resource management, which is of great significance to the application of scientific research resource projects, follow-up management and team building of universities. Starting from local normal universities, this paper actively studies the problems, optimization principles and optimization paths existing in the scientific research resource management of universities, constantly builds a scientific research resource management innovation platform, builds a scientific research innovation team, and improves the efficiency of scientific research resource management.

1. Introduction

With the rapid development of national economy, local normal universities begin to pay attention to and optimize the management of scientific research resources, and the whole development of scientific research resources management presents a trend of modern innovation and optimization. In the process of education reform, educators constantly improve their scientific research level, and the scientific research management in colleges and universities takes openness and innovation as the management premise, actively carry out in-depth management summary, and put forward constructive suggestions for the optimization of scientific research resources management in colleges and universities. At present, local normal colleges and universities pay attention to the improvement of normal education and are eager to cultivate normal talents for local governments. Therefore, improving the teaching quality and professional level of teachers is an essential way for teachers to carry out scientific research. Local colleges and universities should attach importance to the management of school scientific research resources, formulate corresponding scientific research resources management system to ensure the smooth development of scientific research resources management, improve the level of school scientific research, enhance the systematic construction of

scientific research resources management, optimize the professional quality of scientific research managers, and promote the optimization of scientific research management.

2. Problems existing in the management of scientific research resources in colleges and universities

2.1 Scientific research resource management is not valued

At present, local normal universities attach importance to the improvement of teachers' educational and scientific research ability and promote the improvement of scientific research in universities, but they ignore the management of scientific research resources in the development of scientific research in universities[1]. The innovation of local teachers' scientific research achievements effectively improves the scientific research influence of the university. The optimization of scientific research resources management can timely meet the needs of scientific researchers, and can also build a professional scientific research team and ensure the stable development of the scientific research team. Influenced by the limitations of the thoughts of local normal universities, we do not pay attention to the management of scientific research resources, and the management level itself is low, which makes the management of scientific research resources limited in development.

2.1.1 Lack of corresponding reserve management personnel

The management of scientific research resources is a work that consumes human resources. Now, local normal universities attach great importance to the construction of scientific research teams. The corresponding universities should establish scientific research resources management teams to manage the scientific research direction, resources, quantity, scope and effect of the scientific research of the school's scientific research team. At present, the management work and management needs of colleges and universities are quite different, in the scientific research resources management in local colleges and universities, the lack of corresponding management personnel, the serious shortage of human resources, leading to frequent scientific research resources management problems in local universities, caused a serious impact on the scientific research management of colleges and universities,

2.1.2 Insufficient specialization of management personnel

Scientific research resource management has relatively high professional requirements for management personnel, which requires them to have the corresponding professional management ability. For local normal universities, managers lack management consciousness, not familiar with the management of scientific research resources, not correct attitude, resulting in low management efficiency, insufficient specialization of management personnel, low management level, so that the scientific research resource management work can not be carried out smoothly. In addition, the lack of good communication between researchers and management personnel makes the management of scientific research resources not perfect. In the collection and management of scientific research data, there will be a lack of resources, which is not conducive to the establishment of [2] of scientific research resource management database.

2.1.3 Imperfect scientific research management system construction

Local normal universities research resources management system, from the management, management personnel thinking fixed, no management innovation consciousness, rewards and punishment system is not clear, seriously reduce work enthusiasm, management work also appear

corresponding slack, especially unreasonable salary, management liquidity. For researchers, the lack of system construction leads to most of them who pay attention to the results and ignore the process of scientific research, insufficient scientific research funds, stagnant scientific research projects, reduced their enthusiasm and enthusiasm, and no corresponding scientific research reward program, which seriously affects the process of scientific research in colleges and universities. The establishment of a perfect scientific research system and guarantee system is an essential link to improve the management of scientific research resources. Humanized, scientific and modern management system can effectively promote the development of scientific research resources management.

2.2 Scientific research resource management, with low professional quality of workers

The scientific research management work of colleges and universities itself is relatively complex and diverse. In the management work, managers should have the corresponding scientific research management knowledge, and integrate various disciplines and various professional knowledge. In the management work, many managers are also affected by the traditional management thought, their management role positioning is not clear, think management itself knowledge scientific research work information far and clerk, the content of the work is simple and narrow, working mode is passive, lack of management initiative, no timely update itself management idea, lack of certain management technology in management, even in the management work with power for personal gain, the management itself in unconstrained position, ignore the management team.

2.3 Lack of information capacity in scientific research resource management

With the development and popularization of the Internet, many local normal universities have begun to pay attention to the combination of management work and the Internet, and transfer the corresponding scientific research resources in the Internet. But because the management is not familiar with the network system, insufficient management professional control, in the network research resources management, or encountered many problems, especially in local normal universities on the construction of the network information, university network system security problems, for scientific research resources information management, also cannot timely meet the needs of researchers, now in the information construction of scientific research resources management, management network consciousness is weak.

2.4 Lack of corresponding management strategies for scientific research resource management

Local normal universities have not set up the correct concept of scientific research resource management, do not understand the real management connotation, and lack a certain management mechanism and management means. In the management of scientific research resources, managers and scientific research personnel should develop in coordination with each other. While improving the level of scientific research, management personnel should be organized to carry out corresponding professional management knowledge training to enhance the innovation consciousness of management personnel. But in fact, the local normal university management resources or tend to scientific research work, for management of professional management channel construction is still on paper, in the management strategy, no corresponding management skills training plan, management is still in normal management, for the scientific research resource management route, direction are lack of institutionalization, scientific and standardized management strategy[3]. Local normal universities treat scientific research work and management work differently, which leads to poor quality of scientific research team construction, uneven distribution of strength, reduced level and weak

scientific research efficiency, limited management space development, unstable personnel, decreased satisfaction of management work and lack of innovative management consciousness.

3. Optimization principle of scientific research resources management in colleges and universities

In order to promote the promotion of scientific research strength, local normal universities strengthen the service and management of scientific research personnel, and at the same time constantly change the concept of scientific research resource management, formulate the corresponding management optimization principles, make the scientific research resource management in line with the development and innovation of modern scientific research, and promote the progress of scientific research resource management and work efficiency[4].

3.1 Follow the management direction principle

In the local normal colleges and universities, we should adhere to the corresponding management direction, and only with the specific management direction can we effectively promote the practical development of the management work. The state began to pay attention to the improvement of the scientific research strength of local normal universities, constantly invest in scientific research funds, promote the continuous deepening and expansion of researchers in educational theory research, and promote the scientific research projects to serve the universities and students. In the management of scientific research resources, managers should run through the whole process of scientific research work, improve the management system, optimize the management and service level, improve the autonomy of scientific research resources management, and improve the service quality of scientific research work in the direction, scope and content of scientific research. Starting from the concept of scientific research, determine the direction of scientific research management, correct the unreasonable and missing scientific research problems in time and supplement, and formulate corresponding regulations to release the vitality of scientific research management.

3.2 Follow the principle of openness

Local normal universities adhere to the innovation and opening of scientific research resources management, which meets the requirements of the development of The Times and conforms to the scientific research concept of researchers. In the management process, the management personnel will combine the management work with the first big data, artificial intelligence and the Internet, innovate the new management mode, and liberate the scientific research data from the management room. In the open network system, realize the scientific research data sharing analysis, open innovative research resources database, improve management ability, the open management and service mode can effectively promote the process of scientific research work, innovative research, provide more multi-angle, thinking innovation consciousness, can improve the management system, optimize the management of the management service system, improve the management enthusiasm, for scientific research project approval process time [6].

3.3 Follow the innovative principle

In the management of scientific research resources, local normal universities can lead to the progress of management work only by adhering to the principle of innovation. It is the mission of university management of scientific research resources management personnel, and the management work meets the needs of modern scientific research work. Local normal university management ideological consciousness, develop the corresponding management skills training in enough

management costs, improve management means and management level innovation consciousness, improve management system innovation construction, from administrative to service-oriented jobs, management concept in many direction, corresponding design some management evaluation system and reward and punishment incentive system, improve staff enthusiasm and enthusiasm, research resources management in management innovation, grasp the scientific research management innovation soul stimulate the vitality and management work the important role in scientific research work.

4. Optimization path of scientific research resource management in colleges and universities

4.1 Establish the correct concept of scientific research resource management and serve the scientific research work

Local normal colleges and universities only improve itself management concept, to better promote the management work progress, effective service for the local scientific research work, perfect management team construction, improve management professional level, optimize management plan adapted to the development of universities, set up a new work idea, not bound by traditional management concept, strengthen the management personnel understanding of the job, refine self management concept, better meet the needs of scientific research work[7].

4.1.1 Optimization of the professional management team

Local normal universities conduct full research and analysis of the management work, understand the needs of the management work, arrange specific teams to optimize the management personnel in the management work, optimize the system management of the construction management team operation accordingly, and ensure the smooth implementation of the scientific research data management work. In the management work, the direction of scientific research work is arranged and the management system is standardized. According to the corresponding optimized system arrangement, the management groups, different categories, different directions and different scientific research fields are set up to actively serve the scientific research work.

4.1.2 Optimization of professional management level

In the management work, management measures adapted to the development of local normal universities are formulated, and corresponding training objectives are formulated in the management to improve the professional quality of management personnel. In the recruitment of human resource management, evaluation rules can be formulated, for example, some management qualification certificates can be used to measure the management ability evaluation of management personnel. In the school management, the investment of scientific research personnel and the investment of management personnel are fair and just, and the skills of scientific research resource management personnel can be strengthened in the complex management work.

4.1.3 Optimization of the reward and punishment system

Local university research resources management department gradually pay attention to the optimization of management reward and punishment system, break the traditional management system of rigid, fixed, backward management mode, set up rewards and punishment system, adjust the management staff salary, improve management work enthusiasm, with rewards and punishment system to promote management development, so in the construction management team, stability will

improve accordingly, service for research projects, reduce the problem of weak service consciousness[9].

4.2 Optimize the scientific research management system and improve the efficiency of scientific research resource management

In the management of regional normal scientific research data, a large number of educational resources documents and educational data are preserved, and the traditional management system is not conducive to the search and reuse of information. The optimized scientific research management system integrates the computer Internet, improves the management efficiency, can analyze, summarize and summarize scientific research data, it is very convenient to extract and summarize scientific research information, can timely realize the interaction between managers and researchers, and ensure the improvement of scientific research resources. In the scientific research management system, scientific research data management to establish information, network, data management channels, to realize the modern development of various scientific research resource management projects.

4.3 Gather the management strength and optimize the resource management platform

Local normal universities will innovate their management plans, gather the management strength of the team, manage modern scientific research projects, and put an end to the phenomenon of using power for personal gain and management personnel covering up each other in the management. In the management of reasonable scientific research resource management supervision platform, continuously optimize scientific research management management path, management regulations, in strict accordance with the requirements, actively participate in all kinds of scientific research management training, ensure scientific research management level significantly, cultivate high business level, professional ability of scientific resource management, improve the management conditions, service for professional researchers, public promotion university scientific research strength and management strength progress [10].

5. Conclusion

The optimization research of scientific research resource management clarifies the importance of improving the scientific research management team from the problems encountered, the principles observed and the path of optimized development. The management of scientific research resources mainly focuses on serving scientific research projects. Innovate management concepts, improve the professional quality of management personnel, ensure the smooth carried out in universities, aggregate the cohesion of the management team, and make contributions to the optimization of scientific research resources in local normal universities.

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