

Innovative Exploration and Practice on Teaching Reform of Human Resource Management Based on OBE Concept

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Abstract: This paper takes the Human Resource Management course of the School of Economics and Management in Nantong University as the research object. Based on the concept of OBE, it attempts to explore how the human resource management course in colleges and universities can effectively carry out the teaching reform and innovation practice by constructing the five-in-one teaching system under the current digital background. The paper mainly takes qualitative research method and draw such conclusions as teaching objectives, teaching contents, teaching evaluation and teaching means should all be transformed according to OBE concept in order to cultivate qualified human resource management talents.

1. Introduction

In the era of digital economy, the application of modern information technologies such as mobile Internet, artificial intelligence, big data, cloud computing and the Internet of Things strongly impacts the traditional human resource management mode [1]. Some functions of human resource management are in face of the dilemma of being weakened or even disappeared due to the application of information technology, which requires human resource management practitioners to constantly improve their innovation ability to adapt to the professional environment of technological change and innovative technology application. The course of Human Resource Management is one of the important basic courses for students in the field of economics and management. How to reform and innovate the course of Human Resource Management in the school of Economics and Management of colleges and universities in order to meet the requirements of the new situation has become an important issue that needs to be solved urgently.

This study takes the Human Resource Management course of the School of Economics and Management of Nantong University as the research object. Based on the concept of Outcome Based Education (OBE), this study explores how the Human Resource Management course in colleges and universities can carry out teaching innovation and exploration through scientific and effective teaching paths under the background of the current digital economy, so as to realize the transformation of the curriculum from "teaching" to "learning" which helps train students to be practical, responsible and innovative senior economic management talents.

2. The combination of OBE concept and Human Resource Management courses

2.1. Core of OBE concept

The Outcome Based Education (OBE) concept was proposed by American scholar Spady et al in 1981[2]. It was first applied in the US and gradually introduced into education and teaching. Education and teaching based on OBE concept focuses on students' learning outcomes and is oriented by students' learning outcomes. It is an educational model based on learning output. OBE concept focuses on the central position of students, which is conducive to cultivating students' innovative thinking and ability and improving students' comprehensive quality [3]. It mainly covers three core ideas: Firstly, it is student-centered. Talent cultivation system, teaching activities, teaching evaluation, etc., are oriented around students and students' learning outcomes. Secondly, it is guided by goals. Focus on students' ideal learning results and orient to the goal of professional talent training. Thirdly, it is continuous optimization. Improve the quality and effect of teaching and learning by improving the learning evaluation and teaching evaluation system.

2.2. Teaching status of human resource Management courses

The current teaching status of human resource management courses has the following problems [4-6]: (1) The teaching concept lags behind and the teaching objective is vague: some teachers still use the previous teaching concept of reading from the book, filling the classroom with knowledge and downplaying practical application, which cannot meet the needs of the social market. (2) Boring teaching methods and lack of teaching means: in the whole learning process, teachers basically "fill the classroom", and students are unable to think independently and learn selectively, which limits the teaching quality and teaching effect. (3) Single assessment method and obsolete assessment method: the traditional single assessment method attaches too much importance to the detection of basic theoretical knowledge, ignores the cultivation of students' innovation ability, and fails to assess students' comprehensive quality and ability. (4) The lack of ideological guidance and career planning in the course teaching process leads to students' unclear learning objectives, incomplete career planning and incorrect values.

2.3. The fit between OBE concept and HRM courses' teaching

OBE concept, the full name of results-oriented teaching concept, is to achieve established teaching objectives, optimize the teaching process as the main content of the teaching concept. It is to follow the idea of "setting teaching objectives - constructing teaching framework - promoting practical teaching - improving teaching evaluation" to improve the whole process of teaching. (1) OBE provides clear teaching objectives and guarantees the teaching direction for human resource management courses; (2) OBE guides the teaching process with clear teaching ideas; (3) OBE evaluates teaching effectiveness with a comprehensive evaluation system.

3. Construction of human resource management curriculum teaching system based on OBE concept

OBE education concept emphasizes results-oriented, so OBE-oriented curriculum teaching system should be based on the talent training objectives and graduation requirements set by the needs of enterprises, students and teachers to construct and design the curriculum teaching objectives, teaching content, teaching methods and means and curriculum teaching evaluation system, so as to form a five-in-one teaching system listed in Figure 1.

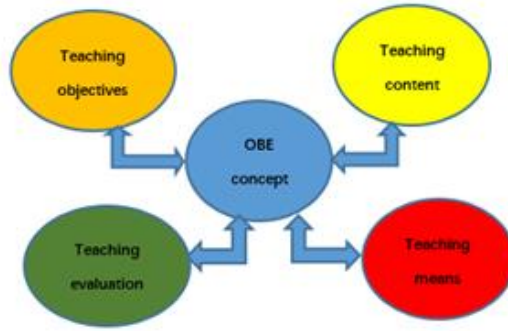


Figure 1: The five-in-one teaching system based on OBE concept

3.1. Reconstruction of teaching objectives under the concept of OBE

The construction of human resource management curriculum system based on OBE concept should first start from the teaching objectives (as shown in figure 2), and reconstruct the teaching objectives based on the practical needs of industries and enterprises for human resource management talents. The teaching objectives should be combined with the professional knowledge, professional skills and core qualities of human resource management professionals, set specific curriculum teaching objectives, and accurately locate the training objectives of talents [7]. For example, in the setting of teaching objectives of professional knowledge, it breaks the traditional teaching objectives that focus on the teaching of human resource theories, guides students to integrate the learning of enterprise human resource management practice and theoretical knowledge, and sets course objectives consciously and purposefully from the level of practical needs.

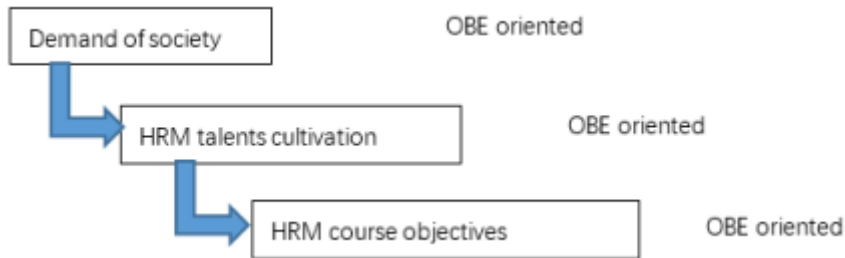


Figure 2: The reconstruction of teaching objectives based on OBE concept

3.2. Teaching content optimization under the concept of OBE

In terms of the design of teaching content, according to the teaching objectives under the concept of OBE, it should optimize the teaching arrangement, increase the contact and cooperation with enterprises and public institutions, use relevant teaching resources and social resources to help students build a real workplace situation[8], so that students can work in learning and learn in working, strengthen the practical application of theoretical knowledge. At the same time, through school-enterprise cooperation, a variety of teaching strategies and a combination of online and offline modes are implemented to highlight the principal position of students' learning, optimize the teaching mode, and effectively achieve the teaching objectives of the course.

3.3. Teaching method innovation under the concept of OBE

The innovation of teaching methods under the concept of OBE mainly attempts to build a dynamic smart classroom teaching model with the help of present media and digital resources[9]. According

to the knowledge structure and skill requirements of human resource management courses, a variety of teaching methods such as discussion method, task-driven method, situational teaching method and practical teaching method are comprehensively applied to stimulate students' learning enthusiasm and mobilize the classroom atmosphere. For example, when teaching the key and difficult points in the chapter "Recruitment and Selection", task-driven method and situational teaching method are used to firstly ask students to collect relevant knowledge points independently, and then simulate and deduce the situation through the summary of mind map and the explanation of the recruitment process by the recruitment specialist of the sister company, so that students can apply the knowledge points in the real recruitment scene. At the same time, it can also provide competitive human resource management talents who can adapt to the requirements of the current era.

3.4. Teaching Evaluation Reform under the concept of OBE

The teaching evaluation reform based on the concept of OBE will break the traditional assessment mode of one test and final score, and adopt various methods such as practice in enterprises and public institutions, case analysis, on-site demonstration, internship and final assessment to comprehensively examine students' knowledge and skills of human resource management. The assessment subject involves not only the teacher as, but also the introduction of external experts, other teachers, classmates and other diverse assessment subjects. They jointly assess the actual management level of students which can help achieve the three-dimensional, all-round, objective and fair assessment of students' learning results. Teachers' theoretical indoctrination should be weakened and students' ability of independent learning, discovery and research should be emphasized. Change students from passive learning mode to active learning mode, improve teaching effect and innovate teaching mode.

The teaching reform of human resource management courses focuses on the result orientation advocated by OBE to design teaching objectives, optimize teaching content, enrich teaching methods, and reform teaching evaluation, so as to achieve the integration of five elements and promote the intelligent innovation practice of human resource management teaching [10].

4. Conclusion

The teaching reform of human resource management course based on OBE concept is an innovative measure to deepen the teaching reform practice of School of Economics and Management of Nantong University. This study takes the result orientation advocated by OBE as the benchmark, takes the human resource management course of the Department of Business Administration as an example, constructs the five-in-one teaching reform and innovation system of teaching objectives, teaching contents, teaching methods and evaluation methods, explores the teaching reform path of the curriculum under the current economic situation, and introduces the concept of OBE. According to the actual needs of enterprises and industries, the teaching system of the course is reconstructed, the main position of students is highlighted, and the goal is to cultivate professional human resource management talents to meet the needs of the new era, so as to try to carry out positive and beneficial innovation exploration for the teaching reform of the school of Economics and Management.

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