

On the Teaching Practice of Integrating Ideological and Political Education into Human Resources Management in Higher Vocational Colleges

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Abstract: Human resource management is a significant way to train students' organizational and management abilities, which is essential to the future career development of higher vocational students. With the wide popularization of quality education in our country, the demand and requirements for talents in the society have significantly increased. The current society not only requires talents to have solid professional knowledge and skills, but also requires talents to have excellent professional quality and ideological and moral quality. However, the current teaching of human resources management in higher vocational colleges focuses more on the training of students' professional skills, which does not match the social standards for talents. This paper focuses on the specific exploration of the integration of ideological and political education into human resources management teaching practice in higher vocational colleges, with the main purpose of providing some guidance and help for deepening human resources management teaching in higher vocational colleges.

1. Introduction

Teenagers are the essential foundation and key pillar of the development of the motherland, and also the main driving force to promote the development of the industry^[1]. Only when teenagers have a solid professional foundation and professional quality can they effectively promote the development and progress of the country and the industry. Human resources management course is an important teaching content for business management majors. It can effectively cultivate students' management ability and organizational ability. It can help students understand and learn enterprise talent recruitment and internal personnel management process to cultivate students' professional skills and provide more professional talents for the society. However, in the current teaching of human resources management in higher vocational colleges, the guidance of students' ideology and politics is ignored, which leads to problems such as unclear professional scale and professional quality to be improved, which hinders the comprehensive development of students.

2. Necessity of Integrating Higher Vocational Ideological and Political Education into Human Resource Management Teaching

2.1 Help to Improve Students' Professional Quality

Although higher vocational colleges aim to train professional talents for the society and develop specific teaching activities according to the teaching objectives, many of them focus too much on training students' professional skills and practical abilities, which leads to many higher vocational students' unclear cognition of their major and future career development and lack of scientific and reasonable career planning^[2]. According to the survey, nearly half of the higher vocational students have not made specific plans for their future careers, but adopt an attitude of following the tide. This kind of negative psychology of higher vocational students will not only reduce the teaching efficiency and quality of colleges, but also lead to problems such as dishonesty, improper work attitude and slackness after entering the society. The integration of ideological and political

education in higher vocational education into the teaching of human resources management is conducive to improving students' professional accomplishment. The teaching goal of human resource management teaching is to cultivate students' professional skills and professional qualities, and help students to have more competitive advantages in the future workplace. The ideological and political education in higher vocational colleges can effectively cultivate and promote students' ideological, moral and professional qualities, which is greatly essential for improving students' professional competitive advantages. Therefore, the collaborative integration of ideological and political education and human resources management teaching in higher vocational colleges can play a good teaching effect and help improve students' professional quality.

2.2 Help to Foster Professional Talents for the Society

The integration of higher vocational ideological and political education into the teaching of human resources management is also conducive to cultivating professional talents for the society. Owing to the wide popularization of quality education in China, the demand for talents in society is increasing, and the requirements and standards are also significantly improved. According to the survey, most enterprise managers believe that the professional knowledge and practical ability of talents can be cultivated and exercised in actual work, but it is difficult to cultivate personal professional quality, ideological and moral quality in actual work^[3]. At the same time, the professional quality and ideological and moral quality of talents affect their work behavior, work attitude and life style, which are related to work quality and efficiency. If talents can't have good professional quality and ideological level, it will affect the progress of enterprises and market competitiveness. In this context, most enterprises will focus more on the professional quality, communication skills and ways of doing things of the candidates when recruiting. Integrating higher vocational ideological and political education into human resources management teaching can permeate the ideological and political education in the process of human resources management teaching, and then provide subtle ideological guidance to higher vocational students, helping students to form good professional quality and concepts while mastering human resources management knowledge. This shows the importance of integrating higher vocational ideological and political education into human resources management teaching.

2.3 Help to Promote the Quality and Level of Human Resource Management Teaching

From the perspective of higher vocational teachers, integrating higher vocational ideological and political education into human resources management teaching is also helpful to improve the level and quality of human resources management teaching. Both vocational college students and ordinary college students lack independent thinking ability in the learning process. Once they encounter problems or difficulties, they will choose to seek help from others or even give up directly. As the core course of business administration, human resources management requires high professional quality and personal responsibility of students^[4]. In the actual human resource management, students need to face and take effective measures to solve various problems in enterprise management. The integration of higher vocational ideological and political education into human resources management teaching can effectively cultivate students' independent thinking ability and personal responsibility on the basis of cultivating students' ability to master human resources management. In addition, the traditional teaching of human resources management is more carried out by explaining theoretical knowledge, which leads to the students' inability to understand and grasp the teaching knowledge in depth and hinders the progress and development of students. By integrating ideological and political education in higher vocational education into human resource management teaching, the teaching knowledge can be concretely displayed through ideological and political education, so as to help students deeply understand human resource management knowledge, which is greatly essential to the quality and level of human resource management teaching.

3. Practical Exploration of Integrating Higher Vocational Ideological and Political Education into Human Resource Management Teaching

3.1 Integrate Ideological and Political Education into the Teaching Content of Human Resource management

If higher vocational colleges want to fully play the maximum value and goodness of ideological and political education in human resources management teaching and realize the teaching objectives of cultivating students' professional skills and improving students' professional quality, they should first integrate ideological and political education into the teaching content of human resources management. In the traditional teaching of human resources management in higher vocational colleges, more teaching energy and emphasis are put on how to improve students' learning ability and academic achievements, and then the guidance of students' professional quality and ideas is ignored. This, to a certain extent, leads to students' inability to clearly understand the professional connotation and establish a scientific and reasonable career planning, which seriously hinders the career development of higher vocational students. Therefore, higher vocational teachers should integrate ideological and political education into the teaching content of human resources management, deepen students' understanding of human resources management knowledge through teaching cases and dissemination of ideas, and help students form good professional concepts. For example, when explaining the teaching content of talent recruitment in human resources management, higher vocational teachers can use the knowledge of *Labor Law*, labor relations and labor contract in ideological and political education to help students understand the importance of human resources management and improve their legal awareness and professional concept^[5].

3.2 Carry out Teaching Activities of Human Resources Management with Ideological and Political Education as the Guiding Ideology

From the current situation of human resource management teaching activities in higher vocational colleges in China, most higher vocational teachers focus more on training students to understand and master human resource management knowledge, improve the human resource management ability of higher vocational students, and then neglect the ideological guidance to higher vocational students. The actual human resource management work involves different departments within the enterprise, and the work content includes but is not limited to economy, production and marketing. To better promote the efficiency and quality of human resources management, students not only need to have a solid professional foundation, but also good professional quality and social behavior are important factors to promote the smooth progress and progress of human resources management^[6]. Therefore, in the actual teaching of human resources management, higher vocational teachers are ought to transfer teaching ideas, transfer their teaching energy from cultivating students' professional ability to improving students' ideological and moral level, and improve students' political quality and ideological and moral quality through ideological and political education on the basis of helping students understand and master human resources management knowledge. In addition, when designing the teaching plan of human resources management, teachers in higher vocational colleges should design the teaching plan with ideological and political education as the guiding ideology on the basis of conforming to the curriculum standards, and then cultivate students' sense of responsibility and professional ethics through human resources management teaching.

3.3 Improve the Teaching Form and Give Play to the Effect of Ideological and Political Education

In the actual teaching of human resources management, many higher vocational teachers only rely on textbooks to retell the teaching content, which is not only not conducive to students' understanding and mastery, but also reduces students' interest in learning human resources management knowledge. Based on this, higher vocational teachers should improve and innovate teaching forms, give play to the effect of ideological and political education, and then effectively cultivate and enhance students' professional quality and ideological level in the teaching practice of

human resources management. Higher vocational teachers can effectively spread the knowledge of human resources management by using the case reference teaching method. For example, when learning the hard functions of human resources management, for the part of personnel welfare, higher vocational teachers can cite the excellent welfare policies of current enterprises for case analysis, to promote the management awareness and professional quality of students^[7]. Secondly, higher vocational teachers can also strengthen the integration of higher vocational ideological and political education and human resources management teaching through situational teaching. For example, when teaching the recruitment process, higher vocational teachers can create a teaching situation for enterprise recruitment, so that students can understand the specific process of human resources management. In this process, higher vocational teachers should focus on the ideological guidance of students and help students improve their ideological and political quality.

4. Conclusion

In short, it is greatly essential for the formation and progress of students' professional quality and ideological quality to integrate higher vocational ideological and political education into the teaching practice of human resources management. At the same time, it is also an inevitable trend to meet the market demand for talents. Therefore, higher vocational teachers should fully focus on the importance of ideological and political education for the development of students, and take such measures as integrating ideological and political education into the teaching content of human resources management, taking ideological and political education as the guiding ideology of human resources management teaching, and improving the teaching form, to give full play to the important significance and value of ideological and political education in the teaching of human resources management, so as to improve students' ideological and moral quality and professional accomplishment and cultivate more professional talents for the society.

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