

Research on Innovation of Human Resource Management Mechanism in Colleges and Universities

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Abstract: The era of knowledge economy puts forward new requirements for the management of human resources in colleges and universities. The human resources management system in colleges and universities must be innovative in order to promote the development of higher education. This paper explores and studies the innovation of human resources management mechanism in colleges and universities, and puts forward the establishment of a mechanism for improving the total talent resources in colleges and universities, the updating mechanism for the optimization of existing talent resources in colleges and universities, and the use mechanism of human resources management in colleges and universities. The measures for the innovation of human resource management mechanisms are elaborated.

1. Introduction

Nowadays, the knowledge economy as a new economic form has become a worldwide development trend. The knowledge economy is based on human knowledge and human intelligence. Human resources has become an objective reality in the development process of China's higher education.

2. Significance of Human Resource Management in Colleges and Universities

Human resources management in colleges and universities refers to the use of scientific theories, principles, and methods. According to the law of the growth of talents, the positioning of schools, and the development strategy, they plan and organize personnel at all levels of the school to guide, coordinate, and control interpersonal and personnel relations, good employment and employment of faculty and staff, deployment of exchanges, rewards and dismissals, training assessment, wages and benefits, promotion of titles, retirement and retirement, etc., in order to achieve the purpose of high efficiency and high efficiency in the use of human resources in colleges and universities[1]. The development of human resource is shown in the following Figure 1.

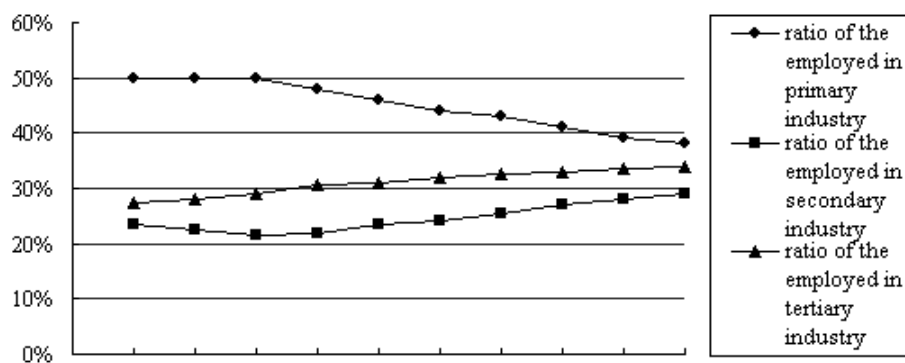


Fig.1 Success rate for attackersdevelopment of human resource

3. The Necessity of Innovation of HR Management Mechanism in Colleges and Universities

There are interdependent, mutually complementary, and mutually transforming relationships

among different capital forms. Faced with the severe situation, the important status and role of human capital in universities has been increasingly recognized and valued. As a college, human capital can only show strong effects in the integration. The development of a knowledge-based economy strongly demands that colleges and universities must be truly integrated into the knowledge economy, and human resources must be given full advantage through human resources management mechanism innovation [1].

4. Establishing New Mechanisms for Human Resource Management in Colleges and Universities

4.1 Current talent resources optimization mechanism in colleges and universities

The current competition mechanism for talent resources optimization in colleges and universities. To tap high-quality human resources, we must rely on competition mechanisms. In recent years, our country's colleges and universities have also implemented competition mechanisms, but they are often confined to the participation of teachers in schools, the scope of competition is small, and the phenomenon of seniority is difficult to overcome. The competition mechanism of human resources management in colleges and universities should follow the open, fair and just competitive principles and be tolerant of diversity and employ talents in an arbitrary manner.

4.2 Incentive mechanism for optimization of current talent resources in colleges and universities

Incentives are an important topic in management science. In a broad sense, incentives should stimulate encouragement and mobilize people's enthusiasm, initiative, and creativity. Human enthusiasm, initiative and creativity depend on the satisfaction of people's needs. The satisfaction of people's needs depends not only on the individual's efforts, but also on the collective and social recognition and compensation. The incentive mechanism for talent resource management in colleges and universities mainly refers to mobilizing people's enthusiasm, initiative, and creativity based on reward and punishment systems, employment promotion systems, and wage systems that are complementary to the performance appraisal results. The purpose of establishing an incentive mechanism is to enhance teachers' sense of responsibility, obligation, and sense of accomplishment. Teachers can see the relationship between the development goals of universities and their personal goals. As a result, teachers have a strong and active desire to work to maximize Teacher's potential.

4.3 Upgrade current talent resource optimization in colleges and universities

It includes two aspects: personnel update mechanism and knowledge update mechanism. The personnel update mechanism aims to abolish the employment tenure system, establish a talent flow system, continuously discover new talents and use new talents and make the best use of these talents. The knowledge updating mechanism means that teachers and managers are updated with the development of society to adapt to the rapid development of science and technology. The essence of the update mechanism is to ensure the rational allocation of human resources in the university's human resources.

4.4 Use mechanism of human resource management in colleges and universities

The use mechanism is an indispensable aspect of the human resources management mechanism in colleges and universities. The use mechanism refers to the rational allocation of various types of human resources and the full implementation of the full-time appointment system. The principle of establishing posts in colleges and universities is based on the needs of posts, determined by the needs of the disciplines, with "things" as the center, rather than "people" as the center. However, people and things are not separated. Taking things as the center means choosing people because of things, so that people and things can be organically combined, so that the need for job creation and people-centeredness are truly unified. The essence of the use mechanism is to optimize the allocation of teacher resources, promote the reasonable flow of college teachers, optimize the structure of the teaching staff, and have positive significance in strengthening the discipline

construction and raising the academic level of colleges and universities. Welfare measures shown in Figure 2.

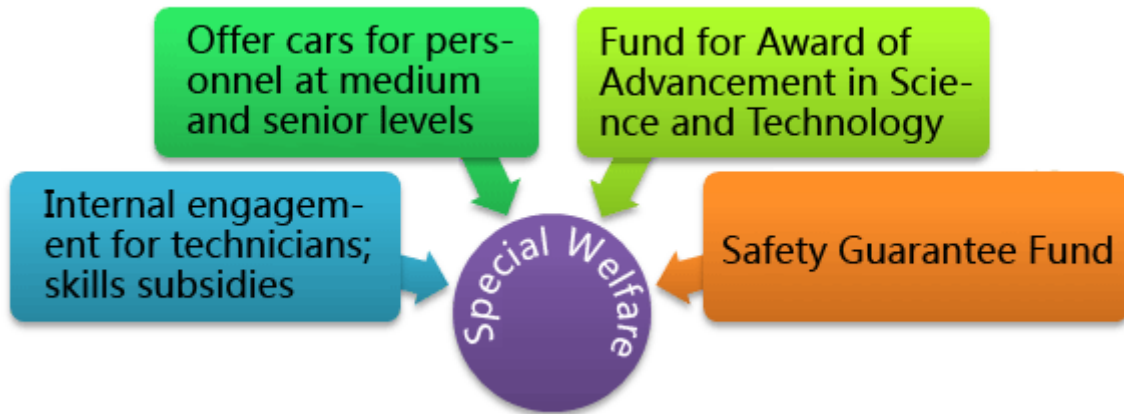


Fig.2 Welfare measures

5. Measures to Realize the Innovation of HR Management Mechanism in Colleges and Universities

5.1 Update the ideas of human resource management in colleges and universities

To use the new concept of modern human resources management to innovate the human resources management mechanism in colleges and universities, first of all, the concept must be updated. The first is to establish the idea that human resources are the first resources of colleges and universities. In the survival and development of colleges and universities, the importance of talents has become increasingly prominent. The focus of colleges and universities on human resources management is to do a good job of building talent teams. In the development of talents, we must have insights, talents, and talents, continuously improve the level of talented people. The second is to establish a human-oriented concept of developing human resources. Injecting the concept of people-centered in the management of human resources in institutions of higher learning is to emphasize the dominant position and leading role of people in schools. Through the implementation of management activities centered on people's enthusiasm, initiative and creativity, the teaching staff's sense of responsibility and sense of accomplishment in school careers are stimulated, so are the dedication to the use of potential and improve job performance. The third is to establish a comprehensive view of talents in the allocation and use of human resources. Human resources measurement formula is as follows.

$$x_{ij}^* = \frac{x_{ij} - \bar{x}_j}{s_j} \quad i = 1, 2, \dots, n; j = 1, 2, \dots, p \quad (1)$$

$$\bar{x}_j = \frac{1}{n} \sum_{i=1}^n x_{ij} \quad s_j^2 = \frac{1}{n-1} \sum_{i=1}^n (x_{ij} - \bar{x}_j)^2 \quad (2)$$

5.2 Use scientific incentive principles to motivate faculty and staff

In the human resources management of colleges and universities, full use of various incentive factors, mastery of incentive mechanisms, and use of appropriate incentive models and methods can motivate faculty and staff to work hard, give full play to their intelligence and wisdom, and promote school work to have more effective and smooth development. First of all, the setting of motivational factors should be clarified, such as a proper description of the quality and quantity of the completed work, and the assignment of work to faculty and staff should be consistent with their work ability and workload. Second, accurately grasp the timing of the incentive. The effectiveness of incentives

often lies in time. In positions that require staff and staff to take full initiative and creativity, measures such as rewards and affirmations, performance-related salaries, and promotion should be adopted to facilitate the full mobilization of faculty and staff.

5.3 Implement comprehensive development of human resource management in colleges and universities

Human resources management in colleges and universities is a system that consists of planning, configuration, assessment, development, and use. To do a good job in the overall development of human resources is to combine all the links and avoid each link from being independent and separated from each other.

First, according to the school's development goals, scientific predictions and analysis should be conducted to formulate human resources planning so that the replenishment and demand for human resources can be optimally balanced, and the waste of human resources caused by excess human resources can be decreased

Second, we must optimize the allocation of human resources on the basis of full investigation and analysis so that the staff's post structure, education structure, age structure, and title structure can be rationally laid out to maximize the potential of each staff member.

Third, we must correctly handle the relationship between the introduction of external talents and the stabilization of existing talents. We must make good use of the introduction of talents, and we must also pay attention to stabilizing existing talents. Human resources management personnel in colleges and universities should be aware that the introduction of high-quality personnel is necessary, but more importantly, it should be based on the existing talent development, training, management and use of the school.

6. Summary

Modern management is a "people-oriented" and "people-centered" management. The management of human resources in colleges and universities needs to update concepts, innovate mechanisms, and optimize the allocation of resources. It is necessary to respect the personal goals of college personnel and to achieve the combination of organizational goals and personal goals. The concept of innovation in human resources management in institutions of higher learning adheres to the human-centered concept of human-centeredness and centrality; the system must remain fundamental, comprehensive, stable, and long-term, strive to promote the standardization of human resources management, and establish a mechanism to adapt to the era of knowledge economy. Required human resource management practices.

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