

Research and Practice on Teaching Method Innovation of Human Resource Management Course in Higher Vocational Education

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Abstract: At present, the talent training program, content and form of human resource management major in higher vocational colleges have been seriously disconnected from social development. As an important educational institution to cultivate professional and practical talents for the society, higher vocational colleges must carry out educational reform. This paper briefly analyzes the significance of carrying out the teaching of human resource management course in higher vocational colleges, and points out some problems in the teaching of human resource management course and the corresponding reform countermeasures, hoping to help to improve the teaching quality of human resource management in higher vocational colleges.

1. Introduction

The development of social economy has promoted the competition of enterprises into the management level. Refined management can lay a good foundation for the upgrading, transformation and sustainable development of enterprises^[1]. In human resource management, people are the main and leading factor. For higher vocational colleges, the main purpose of education and teaching is to send talents with solid professional foundation and practical level to the society, so as to promote talents to transform their knowledge into productivity. In the management education system, human resource management occupies a crucial position. Faced with the current social development trend and the change of talent demand, higher vocational colleges should innovate the teaching of human resource management courses, and cultivate more high-quality new management talents for the society.

2. Significance of Human Resource Management Teaching in Higher Vocational Colleges

2.1 Conducive to Improving the Level of Practical Teaching

As an important educational institution for cultivating social practical talents, higher vocational colleges innovate the teaching of human resource management courses based on market orientation, which is very practical for enterprises and can better improve the employment competitiveness of students. In the actual teaching process of human resource management course, schools can organically combine the needs of enterprise talents with the teaching content, which not only promotes the teaching of human resource management course to be in line with the times, but also enriches the teaching content and innovates the teaching form^[2]. For example, break the traditional teaching mode dominated by human resource management theory, enrich teaching practice activities, and then cultivate more practical management talents for the society.

2.2 Conducive to Strengthening Students' Employability

After entering enterprises, students majoring in human resource management need to give full play to their knowledge in their posts and apply it to specific management measures, so as to contribute to the sustainable development of the enterprise. Innovating the teaching of human resource management course in higher vocational colleges can promote students to deepen their understanding of the operation mode of enterprises, the significance and value of human resource

management, and thus form a good professional quality and management thinking. In this way, students will be able to occupy more obvious advantages in employment and achieve better development.

3. Difficulties in the Teaching of Human Resource Management in Higher Vocational Colleges

3.1 Focus on Theory but Despise Practice

It is the most prominent and remarkable problem in the current teaching of human resource management course in higher vocational colleges to pay attention to theory but despise practice. Due to the long-term influence and restraint of traditional teaching concepts, some higher vocational colleges still adopt textbook-based teaching activities. In this teaching mode, teachers are in a leading position, while students are in a passive position to accept knowledge^[3]. The course of human resource management in higher vocational colleges is not only a theoretical teaching course, but also a high requirement for students' practical operation ability. However, the traditional teaching mode greatly neglects practical teaching, which seriously hinders the formation and development of students' human resource management ability, and is also not conducive to the innovation of students' management thinking. In this kind of educational environment, students will gradually develop into "pedants" with rich theoretical knowledge but almost zero practical operation ability, which will eventually lead to the disadvantaged position of vocational students in the market competition.

3.2 Stereotype and Backward Teaching Content

As an important carrier of theoretical knowledge and practical skills, teaching content is of great significance for training and improving students' human resource management ability. However, from the analysis of the current teaching situation of human resource management courses in higher vocational colleges, there are many deficiencies^[4]. In particular, the teaching content is inflexible and backward, and has not kept pace with the times. This, to some extent, leads to the disconnection between the teaching of human resource management in higher vocational colleges and the needs of enterprises for talents, thereby reducing the effectiveness and quality of human resource teaching in higher vocational colleges. Students are unable to further understand and master traditional knowledge. Therefore, higher vocational colleges should take market demand as the guidance, adjust and update the teaching content of human resource management course in time according to industry development, enterprise talent demand, etc., so as to cultivate more new management talents for the society.

3.3 Single Assessment Method

The teaching assessment work and the assessment results are an important basis for assessing students' learning situation, professional ability and other aspects, as well as an important reference for teachers to optimize and adjust the teaching plan^[5]. In the current teaching assessment of human resource management course in higher vocational colleges, although it is emphasized to enrich the assessment forms, in the specific implementation process, due to the influence of multiple factors, the single paper examination is still used. This not only fails to reflect the true level of students, but also reduces the students' interest in the teaching of human resources management, thus forming the wrong idea that learning is to cope with the exam. In addition, the examination paper is set by the teacher, which is subjective and lack of pertinence. Each student's learning ability and knowledge base are different, and a single assessment form will lead to some students' ability can not be well reflected, thereby undermining students' learning self-confidence.

4. Innovative Strategies for Teaching Methods of Human Resource Management in Higher Vocational Colleges

4.1 Enrich Teaching Forms

Human resource management requires talents not only to have solid management knowledge, but also to have certain management experience, management strategies and innovative management thinking. Therefore, higher vocational colleges should enrich new teaching methods and organically combine theory with practice when carrying out the teaching of human resource management. First of all, higher vocational teachers should pay attention to guiding students to understand and master basic theoretical knowledge in the teaching process, and consolidate the management foundation of students. In the teaching of human resources management course, there are some concepts with strong theories, and students are not enthusiastic about learning, even some students resist learning. But this part of theoretical knowledge is the key content in the teaching of human resource management. In this case, teachers can enrich teaching forms and carry out teaching work^[6]. For example, teachers can deepen students' understanding and memory of key and difficult knowledge contents by repeatedly emphasizing and analyzing cases. The specific teaching method can be divided learning groups to carry out project-based teaching, give students relevant topics, guide students to design human resources management plans, and put forward guiding questions to trigger students' in-depth thinking and analysis. Finally, students should report the learning results in groups to improve students' learning efficiency.

4.2 Improve the Teaching Content

Case teaching method is a teaching method widely used by most teachers. Its teaching effect is remarkable. It can organically combine theoretical knowledge and practical content. In the process of helping students deepen their understanding of knowledge, it can improve students' practical management thinking and promote students to consider problems in their own place, which is of great significance to improve students' human resource management ability. Therefore, teachers should select appropriate teaching cases based on the teaching content and the characteristics of human resource management when teaching human resource management courses. In the teaching process, the coverage of teaching cases should be as reasonable as possible, and the contents of this chapter can be comprehensively summarized and analyzed, which can reflect the real human resource management situation of enterprises. These cases can not only strengthen students' awareness of human resources management and practical ability, but also provide reference for future student human resources work. After citing teaching cases, teachers can first guide students to think and analyze independently, or organize classroom discussions, and finally evaluate and summarize students' research conclusions^[7]. For example, when learning the lesson of labor relations negotiation, teachers can select multiple cases of enterprise labor disputes, create teaching situations, guide students to conduct in-depth analysis and understanding, and then improve the effectiveness of classroom teaching of human resources management in higher vocational colleges.

4.3 Improve the Assessment System

In order to innovate the teaching of human resource management in higher vocational education, teachers also need to break the stereotyped thinking of making a conclusion based on achievements, and establish and improve a scientific, reasonable and planned assessment system. First of all, teachers should analyze the nature of the human resources management curriculum, select appropriate assessment methods according to the characteristics of the curriculum, formulate corresponding assessment standards, combine theoretical knowledge and practical ability organically, and increase the proportion of classroom testing, classroom questioning, homework completion quality, learning attitude, etc. in the teaching of human resources management courses, so as to assess students' human resource management ability and thinking from multiple angles and directions. In this way, teachers can deeply understand and master the learning level of students and the absorption of knowledge learned, adjust and improve the teaching plan in time, and improve the teaching quality of human resource management. Secondly, higher vocational teachers should also

pay attention to the importance of practical assessment. After all, when students enter the society and enter the work position, they not only need to formulate management plans, but also need to effectively transform management ideas and management concepts into practical actions. Therefore, teachers can create enterprise human resource management situations or organize students to carry out social practice in the assessment process, and then make comprehensive comments on students' practical ability to improve students' human resource management ability.

5. Discussion

As an important basis for training human resource management talents, the human resource management course in higher vocational colleges can enrich students' minds and management thinking through theoretical knowledge, and strengthen students' management ability and practice level through specific teaching practice activities. Based on this, colleges should deepen the understanding of the teaching significance of the human resource management course, and on this basis, analyze the problems existing in the current human resource management course teaching, and innovate the teaching quality and efficiency of the human resource management course by enriching the teaching form, improving the teaching content, improving the assessment system and other measures, so as to cultivate more new management talents for the society.

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