

# ***Information Construction of College Personnel Management under the Background of "Internet+"***

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**Abstract:** Based on the "Internet +" situation, the traditional personnel management models and methods adopted by various industries have been unable to meet their own development needs. Especially in the management of colleges and universities, the level of personnel management is closely related to the overall management level of colleges and universities. This is mainly due to the wide range of personnel management work, not only complex, but also highly time-sensitive and confidential. Therefore, in order to further improve the level and quality of personnel management, colleges and universities must give full play to the advantages of information technology and technology, realize personnel optimization management, and complete personnel management information construction. Based on this, this paper mainly analyzes the information construction of personnel management in colleges and universities under the background of "Internet+".

## **1. Characteristics of Personnel Management in Colleges and Universities**

### **1.1 Large amount of information**

The school personnel management work is too broad, including the basic information of faculty, job information, teacher construction, salary and welfare management. Different information involves specific people. And if the personnel policy is adjusted, the information will change. Therefore, the amount of information in the personnel management work of colleges and universities is very large, and the data is very complicated.

### **1.2 Involving a wide range**

The personnel management of colleges and universities conducts horizontal management in terms of institutional setup, personnel recruitment, preparation management, job setting, and personnel training. Then, based on the personnel information of the superior department, the personnel information of the school is used for vertical management. So the information is very broad

### **1.3 Frequent information changes**

The type of personnel information in colleges and universities is complicated and updated quickly. For example, personnel recruitment, management, transfer, teacher qualifications,

professional titles, advanced training, job adjustments, etc. Others may be involved in a variety of information changes within a year or on the one hand, information changes repeatedly, information updates too often. Both horizontal and vertical information changes will increase the workload of personnel management.

#### **1.4 Less management**

Under normal circumstances, the personnel management team of colleges and universities is very simple, and the amount of work required is also very large. And the personnel management personnel training is too biased towards the traditional personnel management model. This has led to a lack of information construction and information management training, especially in the area of data analysis through information tools.

## **2. The Importance of Informatization Construction of Personnel Management in Colleges and Universities**

### **2.1 It is an effective means of standardizing personnel management workflows**

The personnel management system in colleges and universities is too complicated and huge, the content range is very wide, and the procedures are complicated. These are closely related to the vital interests of employees, so they have higher requirements for personnel management personnel. Colleges and universities must realize the construction of personnel management information. Based on personnel management to achieve informationization, we can quickly streamline the specific process of personnel management, standardize business processes, and promote the organic integration of personnel information and compensation management.

### **2.2 It is the only way for colleges and universities to optimize and upgrade personnel management**

At this stage, the focus of most university personnel management work should be on management, and attach importance to the optimal management of the daily administrative affairs of school staff. However, the concept of the modern personnel management center is to mobilize the enthusiasm and initiative of employees in order to obtain the best performance by means of incentives, assessment, and compensation. It is the so-called people-oriented, more profound and deeper meaning than traditional personnel management. In order to realize the transformation of university personnel management to modernization, talent development and macro talent strategy, we should use information network technology to strengthen the construction of personnel management information in colleges and universities, so as to achieve transformation and upgrading. Only in this way can we promote the proceduralization and standardization of daily procedures in personnel management, solve the complicated tasks of the personnel department, and enable personnel management personnel to invest more time and energy in high-level theoretical thinking and strategic decision-making. We should also actively focus on the development of human performance, namely employee career development and career planning.

### **2.3 It is an important way to effectively improve the utilization of personnel information resources.**

The traditional personnel information resources are mainly based on paper physical resources, which is not convenient to use and carry. And because it has a certain degree of confidentiality, the

probability of use is not high, only when necessary, will be flipped through, so it is passive use. However, after the personnel management realizes the information construction, the information resources are stored in the encrypted server in a digital manner as the main method. Users can only share self-services on an authorized basis. College teachers and students can log in to the information management system in real time and quickly obtain the required information through their actual authority. In addition, with the personnel management information system as the carrier, colleges and universities can scientifically and effectively explore and summarize all information resources, which is conducive to the subsequent analysis and reserve of talents, and thus provide more accurate and valuable for the smooth development of personnel management in colleges and universities. information.

### **3. The main problems in the construction of personnel management information in colleges and universities**

#### **3.1 Managers' lack of attention**

At present, most university administrators pay great attention to the utilization of human resources, but they ignore the talent management to a certain extent. They are dismissive of the application of informatization in personnel management and have not taken effective actions on the ground. Some leaders simply believe that personnel management information construction is dependent on computers, while personnel management has always stayed in traditional cognition. Some leaders believe that personnel management informationization is platform development and software system construction. This is mainly due to its lack of full understanding and understanding of the deep connotation of personnel management informationization. Only by combining human resources and teachers organically, colleges and universities can be divided into the overall system, which can better realize personnel management, mobilize the internal motivation of teachers, and improve work efficiency and quality.

#### **3.2 Imperfect informatization system**

The university personnel management information platform contains all the links of various institutions. The organization builds personnel information data for convenience and maintains data information independently. However, some basic data are still autonomous input, and there is a lack of connection between them, which makes the same data collision between the various departments. This is mainly due to the need to enter data item by item, which greatly increases the workload of personnel management. Moreover, personnel management personnel need to update, count, and analyze personnel information from time to time. This requires the information platform to have sufficient and accurate data. However, in fact, the existing system is not sound, which will directly hinder the personnel department's all-round mastery of the faculty dynamics.

#### **3.3 The low level of management information**

In the context of "Internet +", college personnel management personnel want to realize the organic combination of information technology and personnel management, they must master the traditional work business, but also have a good computer system operation ability. This requires understanding that managers have a good level of information technology based on their ability to do business. The ability of information technology is the ability to recognize and develop computer operations and information concepts. Therefore, in order to apply information technology in college personnel management, the information level of managers must play a central role. Therefore, in

order to promote the construction of personnel management information, the informationization ability of managers plays a very important role. However, the existing personnel management personnel in colleges and universities generally lack a management theory system and can only deal with basic personnel business. There are very few people with good personnel management ability, which directly hinders the promotion of personnel management information construction in colleges and universities.

## **4. Effective Measures for the Construction of Personnel Management Information in Colleges and Universities under the Background of "Internet +"**

### **4.1 Deepen understanding and increase investment**

Under the "Internet +" situation, the personnel management of colleges and universities is no longer a traditional summary of personnel information, a statistical analysis of massive personnel data, and seeks law from it. Through this, it provides theoretical guidance and strong basis for the correct decision-making and planning of university administrators. Practice shows that colleges and universities want to achieve a sound and effective personnel management information system, and must increase investment in manpower, material resources, financial resources, etc., and give full support to the policy. In order to further realize the information construction of personnel management in colleges and universities, it is necessary to build an overall and standard information system in the whole school. System development must be innovative and practical, and it should be seamlessly linked to the school sector information to meet the diverse needs of each department.

### **4.2 Actively organize personnel management personnel training**

Simply introducing the personnel management information system cannot truly realize the goal of personnel management information construction. The key lies in further implementation. In order to obtain the best informationization effect, colleges and universities need to educate personnel management personnel through various platforms, deeply understand the personnel management system, and give full play to the system diversity function, so as to promote the internal personnel management informationization in colleges and universities construction process.

### **4.3 Develop a scientific and sound information work system**

The personnel construction of college personnel has a large workload, heavy responsibility and wide audience, so the quality and level of work are very strict. Therefore, personnel management information construction must formulate a system that is compatible with its requirements to ensure the standardization and standardization of system operation. In the process of collecting information data, a multi-level and multi-person auditing system should also be constructed to ensure that the data information is sufficiently complete, accurate and authoritative. In addition to daily data collection, we should further adapt to the dynamic trends of university teachers' teams, conduct scientific maintenance on a regular or irregular basis, and update relevant information in a timely manner. In addition, it is necessary to integrate the informatization construction to prevent the repeated construction of data and ensure the unification of data information.

### **4.4 Introduce a professional information management team**

The construction of personnel management information in colleges and universities is a

long-term, systematic project. In the process, it is bound to encounter various limitations due to factors such as ideas and technology. Considering specialization and cost, colleges and universities can try to find a professional personnel management information construction team to do the daily maintenance of the information system. In this way, the process of informatization construction of personnel management is accelerated, and the goal of information construction is realized.

#### 4.5 Further improve the personnel management information system

The construction of the personnel management system of major universities can not only efficiently query information, but also absorb experts engaged in computer work from the society. Due to the streamlined nature of the electronic system, the soundness of the management system not only helps to reduce the workload of personnel management, but also improves efficiency and quality. It also saves colleges and universities the cost and expense of traditionally too large personnel management departments. In addition, the improvement of the personnel management system and the improvement of the level of specialization will also help university administrators to make correct choices and decisions in a timely manner. In management, there is a way of quantitative decision-making, which is based on system statistical analysis for big data information screening. College personnel can give full play to this concept, improve the personnel management information system, and provide real-time and accurate big data information for leaders, thus providing a strong basis for decision makers to make correct decisions.

### 5. Conclusion

At this stage, influenced by the new normal of "Internet +" social development, the informationization of personnel management in most colleges and universities in China has gradually developed and matured. However, due to the late start of informatization development, there are still defects in hardware and software. Therefore, in the construction of personnel management information, it is bound to face various challenges. In this regard, universities must fully realize that information construction is an inevitable trend in the future development of personnel management. At the same time, we must also realize that this is also a step-by-step project. We must always adhere to and respond to the call for national information construction, learn from domestic and foreign successful experiences, solve various challenges, and comprehensively advance the process of personnel management information construction.

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