

# *Exploration of the Innovation of Human Resources Management in University from the Perspective of Core Competitiveness*

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**Keywords:** core competitiveness, university human resources, management innovation.

**Abstract:** A good teacher management mechanism can enable universities to better adapt to social development. In the fierce competition, we are invincible. Therefore, the teachers should be based on the core competitiveness of University Teaching. It is of great significance to study the innovation strategy of human resource management and enhance it. The quality and efficiency of teacher human resource management should be enhanced by management innovation strategy through the comprehensive competitive strength of universities of the current situation of University Teachers' human resources management. The concept of human resources management of teachers is relatively backward. Teaching at present in major universities. In terms of human resources management, there is a general problem of backward management. To a large extent, the implementation of talent management is based on the idea of planned economy. A lot of colleges and Universities do not even put human resource management into the strategic management objective.

## **1. The importance of teachers' talent management is lack of understanding of teachers' human resources management**

In cognition, colleges and universities only regard the shortage of funds as a factor hindering the development of schools. Teachers' backward human resources management is the key factor restricting the development of colleges and universities. The standard of teacher human resource management system is poor. Some colleges and universities do not have needs.

To formulate a matching management mechanism, it is effective for management mode and way to teachers' human resources management. The path can not adapt to the educational situation and the development of the times. It has not carried out long-term and effective regulations. The positions and institutions are not standardized enough to reduce the efficiency of the establishment management. In addition to, institutions in the university are too bloated, with the utilization and allocation of teachers' human resources are not compatible. Universities has the trace to lack professional academic leaders and researchers. There is a clear shortage of teaching staff and young and middle-aged teachers. The core competitiveness of universities is relatively low, while the number of teachers is not enough. The incompatibility between the industry and its own strength also causes the pressure of teachers' work, which has an impact on the academic discipline.

## 2. Teachers' human resources management mechanism needs to be improved

With the growth of education, the promotion of Sino foreign joint education has become a notable feature in the development of higher education in China. Chinese colleges and universities should not only work together but also dance with wolves, and the competition is becoming increasingly fierce. In the mobile and fiercely talented competition, we will strive for better survival and development. Human resources are the core elements of university core competitiveness. Core competitiveness is the term which is known as core competence, is the theory of strategic management. As an important branch, it was proposed by American management expert harharad and Hamel in 1990. We should cultivate high-quality innovative talents and make use of the comprehensive resources advantages of all aspects of the school for the economy. The development of social sciences contributes to the ability of schools to gain strong competitive advantages. nucleus. It is the institutional guarantee to play its role. Under the established external management system, human factors are the core of University competitiveness which is the direct guarantee factor. With the development of management science and education science, human resource development is becoming more and more important. It is the focus of competition among universities. The core competitiveness of universities is teachers' team competition, which has a high level of teaching staff and its advanced management system , can get it. They are the carriers of knowledge production and application which are the direct undertakers of teaching and scientific research activities. Development and management of human resource is considered as a basic point in the development strategy of colleges and universities.

The high quality teaching staff does not know enough about the importance of school development. Some colleges and universities manpower resource. Source managers only attach importance to traditional personnel work, and lack of new theory of human resource management.

If the universities want to be serious, the importance of attracting talents and gathering talents should create a good working and living environment. Environment has not yet reached a consensus, even the introduction of talents hinders the stability of talents in schools. At the same time, the phenomenon is high-level talents, especially young and middle-aged teachers and scientific research backbone still occupy the main part. The shortage of surgical leaders is more common. that some new professional and publics are basic course teachers whose overload of teachers make it difficult for teachers to adapt to professional adjustment. Labor and personnel management is not a modern human resource management in the true sense. Personnel system reform is not matched with the measures the assessment whose methods are lagging behind, and there is no effective incentive mechanism. The idea of equalitarianism has not yet been eradicated and the law of competition has not been effectively introduced. The incentive mechanism linking income to employees' actual performance has not really played a role. Human resources tourism is to enhance core competitiveness in colleges and Universities. We must adhere to the "people-oriented" concept of human resources development through the human resource management system. And the innovation of the operational mechanism formulates reasonable and effective planning and management of human resources development to suit the needs. Requirements for the scientific are standardized democratization of human resources whose development and management in Colleges and universities should raise the core competitiveness of schools. Knowledge work of a level of teaching staff includes information collection, creativity and experiment. Now, as well as the unification of new knowledge and huge system, the essence of it means that the boss can't be a digger or workers in the pipeline commanding knowledge workers in that way. Strengthening humanistic management. To implement the concept of flexible management centered on people, we must change the management staff.

### **3. The way to think and work, which focuses on the development and management of human resources, is committed to human resources**

The scientific allocation and rational utilization of resources will transform traditional experiential and administrative management into disciplines.

To learn and standardize modern human resources management, we must transform and improve school management. Flexible management of human resource system can provide fast and convenient organization. The ability to adapt to changing environmental requirements has become an unstable environment for teachers and groups. Weaving the basic way adapts to the change of competitive advantage. With innovation, teachers are regularly assessed through open and continuous recruitment. A real competitive incentive mechanism is established on the basis of this. The perfection of competition mechanism should be high import of school human resources with recruitment, export - scientization of dismissal. Standardization is the key point. In order to avoid "inbreeding", it is best not to stay directly in employment. Methods establish staff to flow mechanism. In this way, we can avoid incompetent teachers. The mediocre teacher does not seek to be enterprising, and the outstanding one can not improve. Exchange and share with teaching experience, which is strengthen the flow among peers, can improve the whole school. The quality of the surgery environment can also overcome the personnel cronyism and academic sectarianism.

Requirements, performance and ability-oriented performant a appraisal system whose management objectives to achieve the extent and effectiveness of management evaluation.

First of all, we can combine the change of organizational structure with form the diversified middle-level whose organizations such as colleges, research institutes, research centers and so on.

The structure of the middle-level organizations and the different characteristics of their objectives and tasks for conduct evaluation and review. Secondly, we should adopt a more comprehensive and flexible source for the evaluation of teachers' academic activities and their achievements.

We should pay more attention to supporting the growth and development of talents. First of all, we should make full use of material incentives to mobilize and inspire teaching positions.

The investment in colleges and universities in China has been seriously inadequate.

### **4. The reform measures of the source system are inconsistent with the actual situation, and the teacher evaluation mechanism and strategy are relatively backward**

There are still some problems in the incentive mechanism. Many colleges and universities do not compete and value, which is introduced into the human resource management of teachers, which leads to the lack of management mechanism. Perfect enough, many systems simply can not give full play to their effectiveness. The mechanism of resource management may also hurt teachers' enthusiasm and subjective initiative. The rational allocation of teachers and talents leads to the loss of a large number of excellent talents, which is not conducive to universities. It is more modern, scientific and standardized. Colleges and universities should build around the teachers. The mode of teacher management provides a good working environment for teachers. It is necessary to have good flexibility and flexibility to enhance the comprehensive ability of the organization to adapt to the environment. Schools should also effectively improve academic management institutions and strengthen academic authority. Combined with the operation concept and basic law of colleges and universities, we should scientifically limit administrative and academic two great power prevents academic affairs from being interfered by administrative power. The academic institutions should be sound, and a standard committee of professors should be set up. The responsibilities, obligations and abilities of professors' academic quality should be divided. The core position of knowledge is to create a good and open academic atmosphere to ensure teaching. Team of teachers can well invest

in work and activities, and play the role of academic subjects. It provides valuable opinions and suggestions for the formulation of decisions. It is more modern, scientific and standardized. Colleges and universities should build around the teachers. The mode of teacher management provides a good working environment for teachers, and fully mobilizes teachers' work. Enthusiasm, inspire teachers' work potential and innovation ability, and raise the core competitiveness of colleges and universities. It is better to build a standardized teacher human resource management mechanism. Improving organizational effectiveness of schools. In terms of benefits, universities gradually introduce the management system in enterprises to the management of teachers' human resources. In the course of work, teachers are recruited through the way of talent encouragement, with the help of effective stimulation. Encourage strategies to enhance teachers' enthusiasm for work. It should be noted that university organizations should be considered and followed. Based on the teaching rules and the nature of teachers' human resources management, the basic characteristics of the teachers should be constructed. The mechanism of modern teacher human resources management, which is consistent with the needs of the times, is for colleges and universities. Teachers' team structure is further optimized, and the flow and competition of teachers are facilitating. We should cultivate high-quality and professional teachers, and provide enough people for the development of colleges and universities. Force resources protection. The Countermeasures for constructing standardized human resource management mechanism are as follows:

Building a flat learning organization, and comprehensively adjusting the structure of the teacher team, improving organizational flexibility to create a scientific and disciplinary exploration team oriented organization form, so that the organization of colleges and universities , teachers' human resources management can be carried out more efficiently. In recent years, the opening degree of colleges and universities has been gradually improved, and teachers' human resources have been improved. The mobility of teachers has been greatly enhanced. In this development environment, the human resources management system of teachers must be established. It is necessary to have good flexibility a to enhance the comprehensive ability of the organization to adapt to the environment. Schools should also effectively improve academic management institutions and strengthen academic authority. The academic institutions should be sound, and a standard committee of professors should be set up. The responsibilities, obligations and abilities of professors' academic quality should be divided. The core position of knowledge is to create a good and open academic atmosphere to ensure teaching. Team for teachers can well invest in work and activities, and play the role of academic subjects. It provides valuable opinions and suggestions for the formulation of decisions.

## Acknowledgements

This work is supported by the Fund project: Education department of Shaanxi province  
Fund Name: Reserch on effectiveness of Flipped classroom based on Micro video  
Number: 17JK1085.

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**Research Direction: Photography teaching, Information Technology and Curriculum Integration**