

Analysis on the Innovative Countermeasures of Human Resource Management in Higher Vocational Colleges

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Abstract: In the progress of colleges, human resource management plays a vital role and significance. Due to the wide popularization of quality education and the deepening reform of the education system in China, the competition in the education market is becoming increasingly fierce. In this environment, colleges should strengthen the management and construction of human resources and improve the core competitiveness. This paper analyzes the countermeasures from three aspects of the concept, mechanism and means of human resource management in colleges, hoping to provide reference for promoting the sustainable and healthy development of higher vocational colleges.

1. Introduction

Human resource management is greatly crucial to the construction and progress of colleges, and has a far-reaching impact on the sustainable progress of China's economy and society. Therefore, colleges should optimize and innovate human resource management in combination with their own development situation and strategic objectives at the current stage, face up to the problems and shortcomings in human resource management, take scientific, reasonable and targeted measures to innovate human resource management, thus improving the market competitiveness and social influence of colleges, and cultivating more high-quality professionals for the society.

2. Innovative Countermeasures of Human Resource Management Concept in Higher Vocational Colleges

2.1 Innovate People-oriented Management Concept

The so-called human resource management is literally a form of specific management of people with people as the object^[1]. First of all, in the actual human resource management work, colleges should "respect, focus on and cherish talents", fully tap the inherent potential of talents, and stimulate the initiative of talents. Only in this way can we better push the innovation of human resource management and cultivate a group of backbone talents with professional ability and level for the sustainable progress of colleges. Secondly, colleges should also change the hard management mode in traditional human resource management into flexible management, break the rigid management thinking based on rules, and pay more attention to communication with employees. This can not only effectively push the effectiveness of human resource management, but also enhance the staff's sense of trust and recognition of colleges, so as to better mobilize the staff's work enthusiasm and initiative, form a good working atmosphere, and improve the education and teaching level of higher vocational colleges.

2.2 Innovate and Open School Management Concept

The core idea of the open school-running idea is to develop the resources of higher vocational colleges towards socialization. At this stage, most vocational colleges are generally faced with the problems of teacher resource shortage, low comprehensive quality, weak professional ability, and lack of practical experience. In this environment, if higher vocational colleges want to innovate

human resource management and improve the effect and quality, they need to innovate the concept of open school management, actively recruit and apply talents, and explore a variety of talent training and introduction mechanisms. Colleges should break the traditional thinking of talent recruitment, employ front-line employees or teachers with rich practical experience to carry out education and teaching activities, enrich teaching content and improve education and teaching level^[2]. In addition, higher vocational colleges should also adhere to “going out”, break the shackles of books and textbooks, and actively organize teachers to go deep into the front-line work of enterprises for practical training. In this way, teachers’ vision can be effectively broadened, and their teaching level and practical ability can be pushed, laying a fabulous foundation for the innovation and effective progress of human resource management.

3. Innovative Countermeasures of Human Resource Management Mechanism in Higher Vocational Colleges

3.1 Innovate Competition Mechanism

Where there are people, there will be competition. Higher vocational colleges can use benign competition to innovate human resource management, improve management effect and work efficiency, and further realize the sustainable development. First of all, colleges should carefully analyze the talent system and management system at this stage to find out the shortcomings, abolish unreasonable and non-standard management contents and regulations, and establish and improve a new human resource management mechanism on this basis. This can effectively improve the rationality and scientificity of human resource management. Secondly, colleges should also improve employee welfare, which mainly includes material rewards and spiritual rewards^[3]. In the actual process of human resource management, it is not only crucial to pay attention to material rewards, but also to pay attention to employees’ psychological conditions, physical conditions, development needs, etc., so as to form a good competitive environment, stimulate employees’ work enthusiasm and initiative, guide employees to carry out personal career planning, and push the efficiency of human resource management.

3.2 Innovate Distribution Mechanism

At this stage, the distribution mechanism is established on the basis of the national unified wage system, which has certain rigidity and restraint. Therefore, in the actual process, colleges should also always adhere to the market orientation, break the constraints of the traditional distribution mechanism, abolish the salary system related to teachers’ tenure and grades, and establish and improve a fair, reasonable and objective new distribution mechanism that can attract more professional talents. First of all, the new distribution mechanism should focus on the job content, and fully combine the work ability, actual work situation and job responsibilities of the teaching staff. At the same time, we should also consider the knowledge level, technical level and practical experience of the teaching staff, and fully play the maximum effectiveness of the distribution mechanism and wage subsidies on the basis of strictly following the principle of reasonable distribution^[4]. In addition, the distribution mechanism should also be reflected in the work content and job responsibilities. Colleges should divide the work content and posts according to the professional basis and ability of the teaching staff, so as to truly achieve “specialist in the field” and push the effectiveness and quality.

3.3 Innovate Employment Mechanism

All work is carried out under the protection and supervision of the legal system, which requires that the human resources management in colleges must comply with laws and regulations. In the process of human resource management, establishing contractual relationship with teaching staff can not only guarantee the legalization of human resource management, but also effectively protect the main interests of both schools and teachers^[5]. First of all, higher vocational colleges should implement the employment system in the teacher recruitment link. Teachers shall establish labor

contracts with the school to clarify the work content, objectives, job responsibilities, etc. This not only can effectively protect the legitimate rights and interests of both schools and teachers, but also can effectively improve the effectiveness and quality of human resources management. In addition, based on the overall development goals, the number of recruiters should be determined according to the nature of each education department and the posts. This can facilitate the precise recruitment of talents, and improve the use efficiency of talents.

4. Innovative Countermeasures of Human Resource Management in Higher Vocational Colleges

4.1 Carry out Performance Management

Performance management is a crucial means of innovative human resource management. It mainly refers to how higher vocational colleges and teaching staff reach a consensus on how to better achieve the educational goals, so as to fully mobilize the initiative of employees to achieve a win-win situation. The main purpose of performance management is to improve the professional quality and working ability of the teaching staff, and push the teaching staff to better serve the teaching work. However, at this stage, there is no systematic and standardized performance management system in the human resource management, which leads to problems such as unclear performance management objectives, unscientific forms, and lack of development focusing on rewards and punishments. In this environment, some teachers will have poor working attitude and enthusiasm. Based on this, higher vocational colleges should do a good job of job analysis, formulate scientific work objectives and contents in combination with the nature, responsibilities, work content, etc. of different jobs, and improve the corresponding performance awards ^[6]. In addition, colleges should continue to improve the performance mechanism, find and address problems in time, so as to improve the effectiveness of human resource management.

4.2 Improve Democratic Management

If higher vocational colleges want to innovate human resource management, they should also improve democratic management. Colleges are the places where talents gather. Democratic management can effectively stimulate the sense of ownership of the teaching staff, and further promote the staff to better cooperate with the human resources management, so as to provide advice for the sustainable development. First of all, colleges should increase the proportion of faculty members participating in school management and decision-making, and invite more outstanding faculty members to participate in the future development of the school. This way can effectively push the scientificity and objectivity of school decision-making and management, and further promote the further progress of the principals ^[7]. Secondly, colleges should also ensure that at least one faculty congress is held every year to conduct detailed discussion on the problems, optimization strategies, school development and improvement in education and teaching, widely absorb the opinions and suggestions of faculty, and strengthen the sense of ownership, responsibility and mission of faculty. This is conducive to mobilizing the enthusiasm of teaching staff and management enthusiasm.

4.3 Strengthen Technological Innovation

With the rapid progress of science in China, information technology has been widely applied in production and business activities in all walks of life. The field of education has also begun to develop towards informatization. Colleges should fully use the advantages and values of informatization, innovate human resource management, and push the efficiency of human resource management. Therefore, higher vocational colleges should use information technology to build a teaching staff online management platform, transform traditional human resource file management into digital file management, reduce the workload of human resource management, and enhance work efficiency and standardization. In addition, colleges should also establish an information technology platform based on performance assessment, communication and interaction, and training

integration, strengthen the sharing of teaching resources, effectively enhance the informatization level of human resource management in colleges, and push the innovative progress of human resource management.

5. Conclusion

In a word, human resource management is a crucial foundation and premise to achieve upgrading, transformation and sustainable progress, an inevitable trend of deepening reform in China's education field, and a crucial means to enhance the efficiency of education. Therefore, colleges should fully recognize and attach importance to the significance and value of human resource management, innovate from the three aspects of management concept, management mechanism and management means, and then optimize and improve the model, improve the efficiency and effect, and effectively promote the sustainable progress of higher vocational colleges.

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