

Research on the Problems and Countermeasures of Human Resources Management in Higher Vocational Colleges

Xiaofeng Wu

Jiangxi Vocational Technical College of Industry&Trade, Nan chang, 330038 Jiangxi, China

wuxiaofeng1166@163.com

Keywords: Higher vocational colleges, Human resource management, Problems and countermeasures

Abstract: In recent years, owing to the deepening of reform in the field of education in China, the education and teaching activities in colleges have been paid more and more attention by all sectors of society. As an educational institution that trains practical talents with solid foundation and professional skills for the society, higher vocational colleges still have some shortcomings in their development process. In particular, the relatively weak teacher resources and the insufficient investment in staff training have seriously hindered the sustainable growth of colleges. Therefore, human resource management has become the key problem to be solved in colleges. This paper discusses the problems in human resource management and puts forward corresponding solutions.

1. Introduction

Human resource management, mainly refers to a form of managing people with people as the main body, is a crucial strategy to improve work efficiency. The development of human resource management colleges can fully mobilize the enthusiasm and initiative of employees, which is greatly crucial for enhancing the quality of education and expanding the scale of education. The traditional human resource management tends to be static and rigid, which is mainly manifested in recruiting employees into the unit, conducting post training, assigning work content and carrying out specific work. This mode of work causes employees to be in a passive acceptance state, unable to effectively stimulate employees' personal advantages and values. Therefore, higher vocational colleges should optimize and improve the human resource management according to the existing problems at this stage, so as to enhance work efficiency and quality.

2. Problems in Human Resource Management in Higher Vocational Colleges

2.1 Relatively Backward Human Resource Management Concept

At the present stage, the important restricting factor that hinders the smooth and effective progress of human resource management is the backward management concept^[1]. As the ideological guide of practical work, management concept is related to the direction, content and form of school human resource management. However, at present, some vocational colleges do not pay enough attention to human resource management. Most colleges have not established a complete, unified human resource management system that is consistent with the progress strategy of education and teaching. Human resource management is relatively broad and not detailed enough. Even some higher vocational colleges' understanding of human resource management still stays on file management and personnel management, which seriously hinders the innovative and effective development of human resource management, and is also not conducive to the progress and expansion of higher vocational colleges.

2.2 Insufficient Talent Training

The personal quality and professional ability of teaching staff are related to the effectiveness and efficiency of human resources management. If colleges can strengthen the training of teaching staff, they can effectively improve the professional quality and work efficiency of teaching staff, thus laying a fabulous foundation for the upgrading, transformation and sustainable progress of the school. However, the training of teachers in vocational colleges is not enough at this stage. Generally speaking, vocational colleges only conduct on-the-job training for new teachers after recruitment^[2]. The so-called job training is only to clarify the task and scope of work for new teachers. This, to some extent, leads to insufficient working ability and low working efficiency of teaching staff. In addition, although some colleges have carried out the training of teaching staff, they are more inclined to theoretical training and lack of certain practicality, which leads to the weakness of teacher resources in higher vocational colleges.

2.3 Inadequate Incentive Mechanism for Human Resource Management

Incentive mechanism plays a vital role and significance in any enterprise or organization. Perfect and reasonable incentive mechanism can effectively stimulate employees' enthusiasm for work, which is greatly crucial for improving work quality. At present, the incentive mechanism in the human resource management is not perfect, with excessive emphasis on material rewards and neglect of people-oriented, which leads to unsatisfactory human resource incentive effect. At the same time, the assessment standards are not scientific and perfect enough, lacking certain objectivity and fairness, which reduces the enthusiasm of employees and increases the difficulty of human resource management.

2.4 Unreasonable Allocation of Human Resources

First, higher vocational colleges are short of professional administrative talents, most of whom are part-time teachers, and have not received systematic management knowledge learning and management skills training. Second, most higher vocational colleges have more logistics personnel and management personnel, but fewer professional teachers. Many higher vocational colleges generally have professional teachers accounting for less than 50% of the overall staff^[3]. Third, the overall age of teachers is too old, the educational background structure is unreasonable, and does not match the education and teaching standards of the education department. Fourth, the source of teachers is single and there are few teachers from the front line of enterprises or with rich practical experience. Fifth, there are fewer complex talents. At present, most teachers in human resource management can only carry out education and teaching work in their own professional fields, which seriously hinders the efficiency and quality of human resource management. Sixth, teachers' professional and comprehensive qualities need be effectively improved.

3. Research on Countermeasures of Human Resource Management in Higher Vocational Colleges

3.1 Renew the Concept of Human Resource Management

Management concept is a crucial ideological basis for effective human resource management. Only by fully focusing on human resource management and changing the traditional thinking, can colleges better improve human resource management. Therefore, colleges should break the stereotyped thinking and process of traditional human resource management and form a human-centered concept. In the actual process, more attention should be paid to the work needs and work abilities of employees, and the potential abilities of employees should be deeply explored. First of all, higher vocational colleges should emphasize the dominant position and role of people in the school, and create a good campus environment based on the actual needs of students and teachers, so as to enable employees to fully play their own advantages and values, and enhance the quality of education work. Secondly, in the process of human resource management, colleges should always adhere to the principle of "respecting talents, attaching importance to talents and

cherishing talents”, and deeply implement the development strategy of strengthening schools with talents.

3.2 Strengthen the Training and Introduction of Talents

First of all, higher vocational colleges should strengthen the work training of teachers at this stage, strengthen the training of all kinds of teachers, especially the training of young teachers and the progress of personal potential. The training content not only needs to include the improvement of education background, the renewal of knowledge and teaching concepts, and the cultivation of ability, but also needs to include the upgrading of educational thinking, the standardization and management of work attitude and behavior. At the same time, we should also regularly organize social practice activities for professional teachers, organize teachers to go deep into the work of enterprises related to professional teaching, better deepen professional knowledge, understand the direction of professional development taught, and then cultivate a group of backbone teachers with higher teaching level and professional ability^[4]. Secondly, colleges should also strengthen the introduction of talents, timely supplement and improve human resources through school-enterprise cooperation, external employment, expanding recruitment channels and other forms. First, colleges should focus on the introduction of compound talents. Second, higher vocational colleges should hire or invite a large number of enterprise professionals to work as teachers, so as to push the education and teaching level of higher vocational colleges and improve the construction of teachers.

3.3 Establish Effective Incentive Mechanisms

Establishing an effective incentive mechanism is a crucial strategy to strengthen human resource management, and a significant guarantee to stimulate the enthusiasm of teachers and staff^[5]. First of all, higher vocational colleges should establish a reasonable work distribution mechanism, break the “egalitarianism” in human resource distribution^[6], firmly adhere to the principle of performance first and distribution according to work. In terms of the division of work content, higher vocational colleges should make a reasonable division based on the actual working ability and professionalism of teachers and staff, which can not only improve the efficiency of human resource management, but also better tap and use the inherent potential of teachers and staff to improve the level of education. Secondly, higher vocational colleges should also combine realistic and expected incentives to ensure the enthusiasm of teaching staff through a variety of ways and means and provide them with considerable work motivation. Finally, colleges should also increase the proportion of staff participating in school management and decision-making. This can stimulate the sense of ownership of the faculty to the maximum extent, and then guide the faculty to fully play their potential and value to contribute to the sustainable progress of higher vocational colleges.

3.4 Build Scientific Operating Mechanisms

A scientific operation mechanism is the key to human resource management in higher vocational colleges. A good operation mechanism is more important than talents, which can effectively promote teachers to bring their personal potential into play. First of all, higher vocational colleges should improve the recruitment and selection mechanism. In the actual process of personnel recruitment and selection, higher vocational colleges should not only select talents based on job requirements, but also require applicants to identify with the current management system and development strategy. Meanwhile, the school should also fully consider the candidates’ self-development goals, plans and value needs, so as to create a fabulous development environment and opportunities for staff as much as possible^[7]. In this way, we can create a good working atmosphere in the campus content, and lay the foundation for strengthening human resource management. Secondly, higher vocational colleges should also improve the employment mechanism, establish a flexible personnel process management model, and reasonably optimize the allocation of human resources through specific analysis and comments on the working ability of teachers and staff. Finally, a complete elimination mechanism should be established to organically combine the work content with performance and elimination. In this way, the enthusiasm of teaching staff can be stimulated to the maximum extent, and the effect of human resource management can be

strengthened.

4. Conclusion

To sum up, if higher vocational colleges want to achieve sustainable progress, they must constantly expand the scale of education and strengthen human resources management. Updating the concept of human resource management is an important basis, and strengthening the training and introduction of talents, establishing an effective incentive mechanism, and building a scientific operation mechanism are effective. Only in this way can we better improve the human resource management model and process, thereby enhancing the efficiency of higher vocational education, and promoting the further development and expansion of higher vocational colleges.

References

- [1] Zheng Zhikai. Research on Problems and Countermeasures of Enterprise Human Resource Management in Higher Vocational Colleges [J]. Chinese and Foreign Enterprise Culture, no.9, pp.83-84, 2021.
- [2] Yang Yali. Research on Problems and Countermeasures of Human Resources Management in Higher Vocational Colleges [J]. Firecracker Science and Technology and Market, no.3, pp.37-37, 2020.
- [3] Baihetiyar Palhatti. Research on Problems and Countermeasures of Human Resource Management in Higher Vocational Colleges [J]. Changjiang Series, no.5, pp.116-118, 2020.
- [4] Pang Wenqin. Research on Problems and Countermeasures of Human Resource Management in Higher Vocational Colleges [J]. China Management Informatization, vol.22, no.18, pp.199-200, 2019.
- [5] Xu Guanghua, Chen Tonghua, Xu Dan. An Analysis of the Path of the Integration of Excellent Traditional Culture and Moral Education —— Taking Liaocheng Higher Vocational School of Finance and Economics as an Example [J]. Vocational Education (Mid-term Journal), vol.17, no.9, pp.28-30, 2018.
- [6] Zhang Zurong. Research on Problems and Countermeasures of Human Resource Management in Higher Vocational Colleges [J]. Oriental Corporate Culture, no.21, pp.54-54, 2012.
- [7] Song Xiaoping. Research on Problems and Countermeasures of Human Resource Management in Higher Vocational Colleges [J]. China Market, no.14, pp.118-119, 2009.