

# **The Predicament and Countermeasures of the Construction of the Teaching Staff in Colleges and Universities from the Perspective of Human Resource Management**

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**Abstract:** in the Existing Human Resources of Colleges and Universities, the Faculty is the Most Important Part. Colleges and Universities Are the Cradle of Talent Training, and Teachers Play an Important Role in Influencing the Comprehensive Ability Level of College Students. Therefore, It is Necessary to Carry out Scientific Construction and Management of Teachers. to Improve the Teaching Level, Innovation Ability and Scientific Research Ability of the Teaching Staff is the Key Task in the Daily Management of the Contemporary Colleges and Universities, and Also the Basic Work of Cultivating Excellent Talents for Promoting the Social and Economic Development. However, the Current Situation of the Construction of University Teachers Needs to Be Improved. This Paper Analyzes the Difficulties and Countermeasures of the Construction of University Teachers from the Perspective of Human Resource Management.

## **1. Introduction**

With the Continuous Progress of Social Economy, Enterprise Development Needs More Excellent Comprehensive Talents as Support. Human Resources Are the Most Valuable Strategic Resources Nowadays. the Competition among Countries is Also the Competition among Talents. Colleges and Universities Are the Educational Bases for Training Excellent Talents in Various Fields, Such as Science and Technology, Medicine, Education, Etc[1]. in Order to Promote the Development of National Economy. Therefore, Colleges and Universities Should Do a Good Job in Human Resource Management of the Teaching Staff, Carry out Scientific Management of the Existing Human Resources, Improve the Comprehensive Quality of the Teaching Staff, So as to Improve the Teaching Quality and Scientific Research Level of Colleges and Universities, and Then Cultivate More Outstanding Innovative Talents, and Contribute Their Own Strength to the Development of the Country.

## **2. An Analysis of the Current Situation of the Construction of the Teaching Staff in Colleges and Universities**

In recent years, colleges and universities pay more and more attention to the construction of the teaching staff, because colleges and universities have gradually realized the importance of human resource management, only by taking reasonable measures to make the best of people, can we better promote the comprehensive strength level of colleges and universities[2]. However, due to the lack of effective management experience in many colleges and universities, there are still many problems to be solved in the construction of the teaching staff, and the current management results are not satisfactory. The main problems are concentrated in the following aspects.

### **2.1 Outdated Management Concept of Teaching Staff Affects Teachers' Creativity**

Since the reform and opening up, the state and all sectors of society pay more and more attention to education. In order to achieve the goal of rapid development and training excellent talents for the

country, colleges and universities put forward corresponding management concepts for the construction of the teaching staff. However, with the rapid development of the times, the demand and requirements for talents are also gradually increasing, which brings new challenges to the construction and management of the teaching staff. At present, the concept of faculty management in many colleges and universities is still out of date, and still hasn't got rid of the management concept of human resources implementation in the era of planned economy. Although the traditional concept of teachers' team construction also takes people as the key point of management, in the whole process of management, it tends to pay more attention to how to deal with what happened and ignore the role of people in it. Personnel transfer has become an important part of teachers' team management[2]. In the process of recruitment and training of teachers, there is no reasonable and effective management method. There is a strong sense of personal subjectivity, and there is no awareness of individual differences, which will affect the creativity of teachers[3]. In Colleges and universities, teachers are the important foundation of school resources. Only when teachers can maximize their ability, have the consciousness and initiative of pursuing innovation, can they better educate and cultivate students' skills. However, the current concept of teacher management has obviously limited the development of teachers' personal potential. Personal needs and strengths are ignored. Over time, teachers' enthusiasm for education will be lower and lower.

Table 1 Status of “Mass Entrepreneurship and Innovation” Education Teachers in d University

Types of Teachers	Source	Duty
Full time teachers in school	College of innovation and Entrepreneurship	Specialized in innovation and Entrepreneurship Education
Part time teachers in school	Major in economy, management, information, machinery, mathematics, etc	To be the teacher of “mass entrepreneurship and innovation” education, guide competition and be responsible for practical activities, etc
Off campus part-time tutor	Scientists, entrepreneurs, venture capitalists and industry leaders, etc	To take part in the practical courses of “mass entrepreneurship and innovation” education, guide the practical activities of “mass entrepreneurship and innovation” and set up the lectures of “mass entrepreneurship and innovation” salon, etc

## 2.2 Unscientific Evaluation System is Not Conducive to Improving the Professional Level of the Teaching Staff

Higher education is to train excellent practical talents for the country. College students should not only master solid theoretical knowledge, but also have strong practical ability and innovation ability. One of the main factors affecting the improvement of College Students' comprehensive ability is the professional level of the teaching staff. Only when the comprehensive teaching quality of teachers is high, can they provide students with more professional guidance. One of the conditions that have an important impact on the professional level of the teaching staff is whether there is a scientific and fair academic evaluation system in Colleges and universities[5]. Because colleges and universities are the education base for training talents, the evaluation standard of talents in Colleges and universities is mainly based on the academic level. The personal performance and promotion of teachers are closely related to the academic level, and only the evaluation system of academic level is scientific Only when it is fair can teachers be motivated to improve their academic level[6]. At present, many colleges and universities in our country usually pay attention to the weight rather than the quality when evaluating the academic level. The results of this over quantitative evaluation system are often unsatisfactory, because teachers will continue to work hard to improve the length of the works, and there is not much time and attention to improve the quality of the works. Although it is possible to obtain certain advantages in the number of works, but It is not conducive to the healthy development of future academic innovation as a whole. It is more likely to lead some teachers to take risks, name each other's papers and works, or collect other improper ways that can increase the number of works, which will only make academic research meaningless, and the academic achievements with real connotation and value will be fewer

and fewer, and the professional level of the teaching staff will also decline.

### **2.3 The Management Mechanism of University Teachers is Not Perfect, Which Affects Its Stability**

In the current higher education, the appointment of teachers has become the most common way of selecting teachers. The appointment of teachers can play a role in making rational use of teachers' talent resources and improving the enthusiasm of teachers' work[7]. However, the management system of this selection method is not perfect, which is not conducive to the stable development of the faculty team in Colleges and universities. First of all, the employment period is too short. In a relatively short period of employment, teachers usually pay attention to their own performance and performance, and do not give much consideration to quality and future development. Such an employment method is only applicable to research projects with low technology content, which is very unfavorable to the development prospect of the school, because it is difficult to get valuable if it is unable to make in-depth exploration on research topics Value. Secondly, there is irrationality in the post setting. The appointment system in Colleges and universities usually determines the responsibilities and tasks according to the actual situation of teachers. This way of post setting lacks scientificity and rationality, because in the long run, it cannot be closely linked with the development strategic plan of the school. The result is that some positions are short of talents and some positions are overstocked with talents. If we can't manage human resources effectively, we will waste human resources and affect the development speed of colleges and universities to a certain extent.

## **3. Countermeasures for the Construction of the Teaching Staff in Colleges and Universities from the Perspective of Human Resource Management**

### **3.1 Innovate the Management Concept of Teaching Staff Construction**

With the development of the times, the management concept of human resources is also changing. As an important base for training professional talents, colleges and universities should have management methods and concepts that keep pace with the times, so as to adapt to the changes of the times and cultivate talents that meet the needs of the society[8]. The construction of teaching staff is the key point of human resource management in Colleges and universities. We should abandon the traditional management concept, introduce advanced management ideas, from the perspective of teachers, meet the individual needs of teachers and improve the quality of teaching and scientific research in Colleges and universities[9]. First of all, it is necessary to develop a people-oriented management concept and carry out human centered personnel management, so as to establish a good management atmosphere that can stabilize human resources and stimulate the development of talents. The leaders and managers of colleges and universities should not only care about the work of the staff, but also pay more attention to the status quo of other aspects of the staff, which will play a good incentive role in the psychology of the staff, promote the enthusiasm of the teachers to improve the in-depth teaching and scientific research, and bring more scientific research results for the development of colleges and universities. Secondly, the training of teachers should be based on the teaching concept, supplemented by scientific research. Teachers are the core figures in teaching and scientific research. Therefore, the construction of teachers' team in Colleges and universities should focus on teaching and scientific research, and take improving teaching quality and scientific research level as the ultimate goal. For colleges and universities, the construction of teaching staff should focus on improving teachers' teaching ability and scientific research ability, and cultivate more excellent professional teachers, so as to better practice the education idea of teaching oriented and scientific research supplemented, and achieve the goal of improving teaching quality and scientific research level.

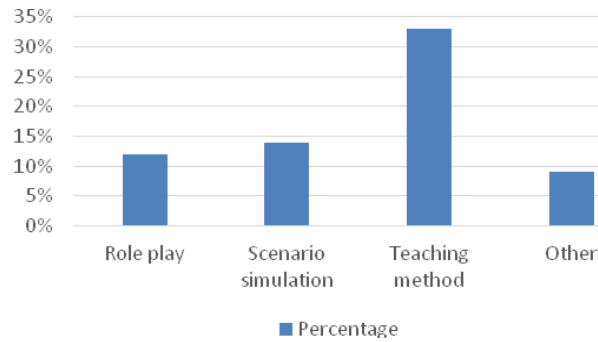


Fig.1 Teaching Methods and Methods of “Mass Entrepreneurship and Innovation” Teachers in Colleges and Universities

### 3.2 Create a Good Institutional Environment

Teachers need to cultivate students' abilities and improve their skills. Therefore, teachers must continue to learn and grow to better realize the work value and significance of teachers' profession. In Colleges and universities, because there are many professional systems, the assessment system for teachers needs to follow the principles of scientific, reasonable and fair, and create a good system environment, which can effectively motivate teachers to continuously improve their academic research level. First of all, as a university administrator, we should attach importance to the personal development of teachers, and let teachers feel the importance and concern of leaders in resource investment, which can bring great learning motivation to teachers. Secondly, it is necessary to improve the existing evaluation system, not to take quantity as the main evaluation standard, but also to strictly check the quality direction, organize experts and scholars to carry out fair evaluation, select works with in-depth research significance, and implement reasonable incentive measures. In addition, with the help of the reform of personnel distribution system, we can improve the existing incentive system, eliminate the provisions of life-long system for some professional and technical posts, broaden the channels of talent introduction, which can not only improve the work efficiency, but also effectively reduce the cost of the construction of the teaching staff.

### 3.3 Improve Management Mechanism

The process of the construction of the teaching staff in Colleges and universities is usually planning, recruitment, training, and now the introduction and training. Then the construction quality of the teaching staff should be investigated from many angles, and the least investment should be used to construct the most efficient structure of the teaching staff. Therefore, the human resource management departments of colleges and universities should make a reasonable allocation of the teaching staff, especially strictly check the positions and staffing regulations of non teaching staff. First, the proportion of full-time teachers should not be reduced, and the number of teaching and scientific research personnel should not be too small, and the management personnel can be appropriately simplified. Secondly, we should pay attention to the combination of the number of teachers and the overall development of colleges and universities, so as to avoid the imbalance of talent structure, which will have a great impact on the teaching and scientific research work of colleges and universities. For the new teachers, we should strengthen the training to make them familiar with the teaching work as soon as possible. Their positions must be set up in line with the school's development strategy plan. According to the current teaching situation, we should assign them reasonable teaching and scientific research tasks, adhere to the concept of employing people to the best of their ability, and let them play their personal maximum potential.

## 4. Conclusion

To sum up, there are still many problems in the construction of College Teachers' team from the

perspective of human resource management, mainly including outdated management concepts, unscientific evaluation system and imperfect management mechanism. Now, three countermeasures have been put forward, i.e. innovating management concepts, creating a good system environment and improving management mechanism. In the future, colleges and universities should take more scientific and effective management measures to give full play to the potential of existing human resources, which is conducive to promoting the construction of a teaching staff with good comprehensive teaching and scientific research literacy.

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