

Analysis of New Mechanism of Human Resource Development and Management in Colleges and Universities

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ABSTRACT

As an important talent cultivation and output base, the teaching style, ability and level, is an important factor affecting the quality of talent cultivation. The organizers and implementers of talent cultivation are closely related to the full play of the functional role of each staff member in colleges and universities. Therefore, we need to improve the overall teaching level of colleges and universities, create a new image of colleges and universities, and show the new style of colleges and universities. It is necessary to create a high-quality education and management team through effective human resource development and management innovation means, so as to better promote the implementation of education reform and the progress of education.

KEYWORDS

Universities; Human Resource Development and Management; Mechanism Innovation Strategy

1 Introduction

In the background of knowledge economy era, universities are also facing very fierce competition among themselves. Based on this, it is necessary to reform and innovate human resource management by combining the needs of university development and the general trend of social development, introduce advanced management concepts and management methods into university human resource management, break through the singleness and limitations of traditional human resource management, apply human resource management to stimulate the potential and vitality of faculty and staff, form a competent faculty team, improve the core competitiveness of colleges and universities, and promote the long-term and healthy development of colleges and universities. In this paper, we analyze the problems in human resource development and management of colleges and universities, and put forward the corresponding innovative countermeasures for reference.

2 Problems in Human Resource Development and Management Mechanism of Colleges and Universities

The improvement of human resources development and management quality of colleges and universities needs to be built on the basis of many aspects, but from the current teaching quality and management service level of colleges and universities, there is still a large space for improvement, whether for the overall image construction of colleges and universities, or the improvement of core competitiveness, as well as the spread of popularity on the impact is

unfavorable, which means that the capacity and potential of the large staff team of colleges and universities have not been fully developed, and the potential of the staff team is closely related to the human resources development and management mode and path. From the current point of view, there are still some shortcomings in the development and management of human resources in colleges and universities. In the development of human resources, there is a lack of science. The development of human resources in colleges and universities mainly includes the introduction of talents, internal selection and cultivation. However, there are some limitations in the introduction process, method and mode, such as the introduction scope is too narrow and the assessment of the introduced talents is not comprehensive enough. In the selection and cultivation of talents in universities, there are loopholes in the selection management system, especially in the selection of some cadres and discipline leaders, which are not comprehensive enough and the process is not open enough to withstand supervision. In addition to the introduction of talents, there are also some loopholes in human resource management of universities, such as insufficient constraints on cadres and insufficient ideological leadership, which cause some individual leaders or cadres to forget their original intention when they are in leading positions for a long time, and their ideas become increasingly complicated under the penetration of some corrupt ideas and materialistic ideas, and they cannot play the leading role. The reason behind this is not only the inadequacy of the human resource management system, but also the lack of supervision and management mechanism in place. For example, some corruption problems arising in college campuses are caused by the lack of supervision mechanism and the weak implementation of supervision mechanism.

3 Effective Measures for Human Resource Development and Management in Colleges and Universities

(1) Improving the mechanism of talent introduction

In order to promote the progress of education, continuously improve the influence of colleges and universities and achieve the important goal of cultivating high-quality talents. It is very necessary for colleges and universities to improve the overall level of college teachers by introducing high-end talents, and it is also the necessary way to implement and realize the modern education concept, which is also an important content in human resource management of colleges and universities. To do a good job of introducing talents in colleges and universities and to guarantee the quality of introduced talents, it is necessary to improve the system, combine the current situation of human resource management in colleges and universities and the existing problems, make a comprehensive review of human resource management system, find out the loopholes and shortcomings in the introduction of talents, and combine the development goals of colleges and universities and the requirements of human resource development and management to improve the system construction of talent introduction and selection. This is due to the fact that if we fail to introduce and select talents, it will directly affect the effectiveness of human resource management. Under the background of the new economic normal, both the social development situation and the industry development trend are described by rapid changes. To better adapt to the development of society and the industry, it is necessary for the staff in each position to give full play to their own work ability and have good professionalism. Therefore, the introduction and selection of talent is to follow the trend, combined with the actual development, development goals, to constantly improve the management content. Especially the human resource management is closely related to the introduction of talent and selection system for a comprehensive review and improvement, to find out the key factors that limit the quality of the introduction of talent and

selection, in-depth study and analysis, to find out the causes of the problem, combined with specific reasons to develop a targeted talent introduction and selection system. In the framework of the system to act according to the provisions, so as to be able to well avoid some underhanded operation problems. For example, the requirements for the introduction of talents are clearly defined, including the requirements for professionalism of talents, the content and methods of assessment, how the supervision mechanism works in the assessment process, etc. The assessment criteria should be quantified, the assessment process should be fully disclosed, and the results of the assessment should be publicized. For example, the scope of talent introduction should be clarified, including external introduction, as well as internal introduction on two scopes, reflecting scientific, openness and fairness. In short, the talent selection system and the selection process should stand up to scrutiny, be supervised, be convinced by the facts, and be comprehensively evaluated by the standardized assessment system and the selection and retention system to ensure the high quality of talent introduction and selection.

(2) Improving the performance assessment mechanism

With the development of society and the progress of education, the relevance between education and society is getting deeper and deeper, and the methods and modes of education management are also getting more and more scientific. In addition to teaching, human resource management should also fully implement the requirements of reform and innovation. It is necessary to break through the limitations of traditional human resource development and management in colleges and universities, and actively use advanced concepts and methods to stimulate the enthusiasm, initiative, innovation and dedication of faculty members. The application and implementation of performance appraisal mechanism is the most effective means to improve human resource management in colleges and universities. To give full play to the effectiveness of performance appraisal, it is necessary to quantify the appraisal objectives. Combining with specific faculty positions to quantify performance appraisal indexes, each faculty member has different personal ideological level, working ability and political consciousness. Therefore, the quantitative assessment refers to the goals on ideological awareness, consciousness behavior, ideological and political learning, quantitative assessment of business results, and quantitative assessment of work attitude. In the performance appraisal work, the language of the appraisal should be clear and concise, and should have an evaluative and summative role, rather than generalized formatted language. In the perspective of performing performance appraisal, self-assessment, mutual evaluation, subordinate evaluation, student evaluation, etc. should form an all-round evaluation system from multiple perspectives, which can more comprehensively reflect the comprehensive quality of workers, and also make the performance appraisal more objective, also fair, reasonable and persuasive through different perspectives.

(3) Improve supervision and management mechanism

In addition to the introduction of talents and the continuous strengthening of performance appraisal, the human resources development and management of colleges and universities should also give full play to the binding role of supervision and management mechanism. Especially in the highly developed information technology and Internet, the development of colleges and universities is not only facing the fierce competition from outside, but also the internal management pressure is extremely severe. From the current problems of corruption and teachers' morality in colleges and universities, besides the need to continuously strengthen the ideological and political education, the binding and deterrent effects of the supervision and management

mechanism should be brought into full play. Firstly, we should promote the development of party construction to form a supervisory role from ideology and politics. Secondly, through the supervisory role of discipline inspection to identify some hidden risks in colleges and universities, we should play an effective deterrent role through the supervisory role to strengthen the construction of clean government and teacher morality in colleges and universities. By conscientiously performing the supervision function, various factors unfavorable to the development of colleges and universities will be effectively excluded, so as to pave the way, create conditions and lay the foundation for the development of education.

4 Conclusion

In conclusion, in order to promote the sustainable development of colleges and universities, we should combine the current problems in human resource management of colleges and universities and the general trend of education development, actively change the management ideas, optimize the management process, continuously innovate the path of human resource management, do a good job in reserving, exporting and utilizing the talent resources of colleges and universities, and promote education to a new level.

About the author

Xinrui Wang (1993-05), Female, ethnic Han, born in Harbin, Heilongjiang Province, engaged in Personnel Office of the University of Sanya, the work mainly includes human resource management and Talent management and development staff.

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