

The Influencing Factors of Human Resource Management of Guizhou Private Higher Education on Teachers' Job Retention

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Abstract: Human resource management is a set of practices businesses employ to ensure an adequate workforce to meet operational demands. Organizational commitment is an exciting issue for managers and researchers. Research requires substantial 'human resource management' investment in educational institutions in the background. The three research objectives are to explore the willingness of teachers to retain in private colleges in Guizhou; to combine the influencing factors of remuneration, promotion, welfare, and management in learning teachers' attitudes and job satisfaction; and to analyze and propose feasible suggestions for optimizing human resource management in the private higher education sector in Guizhou

Keywords: Human Resource Management; Private Higher Education; Teachers' Job Retention

1. Introduction

"Talent is the first resource" the growth of talents is inseparable from education, and education is inseparable from teachers. As the so-called "educational plan is teacher-oriented," the key to realizing the modernization of education lies in teachers. Teachers are the backbone of learning and the strategic goal of strengthening the country through education. In many private higher education schools, the loss of teachers is relatively severe, and the willingness of teachers to stay needs to be improved. "Today's students are the main force for realizing the Chinese Dream of the great rejuvenation of the Chinese nation in the future, and most teachers are the dream builders who build this Chinese nation's 'dream team.'"

2. Theoretical Basis

2.1 Theoretical Significance and Value

Human resource management is a set of practices businesses use to ensure an adequate workforce to meet operational demands. Successful organizations value, develop and nurture human capital to achieve organizational goals and objectives. Human Resources Management Practice is a term much used to maximize the return on investment of an organization's human capital and minimize financial risk. Human and Resource Managers conduct these activities that are not effective, legal, fair, and consistent (Guo: et al. 2021)^[1].

2.2 Practical meaning and value

Practical research reveals that organizational characteristics matter in policy implementation of quality management in Guizhou higher education. Certain organizational variables, viz. leaders' commitment to the implementation process, the involvement of external consultants, institutional reputation, and bureaucratic and political decision-making processes, have substantial effects on the implementation of quality management in educational institutions.

3. Understanding the Influencing Factors of Human Resource Management of Guizhou Private Higher Education on Teachers' Job Retention

3.1 Research on employee job satisfaction

According to the development law of human needs (Maslow Needs Hierarchy Theory), the conditions of human life are like a ladder, which is a trend of gradual development from low to high. He constructed humanistic psychology based on critical psychoanalysis and behaviorism and proposed that there are roughly five stages of human needs. The five-level conditions are physiological, safety, love, esteem, and self-actualization". These five-level needs present a progressive relationship (Cui; & Zhang. 2015) ^[2]. Only after the former conditions are satisfied to do the latter requirements, when the needs emerge, will they become the primary needs of a particular stage. Among them, self-actualization is the highest level of demand in pursuing personal value throughout one's life. Maslow's need layering theory has the following characteristics:

3.1.1 Hierarchy

The five needs are in the shape of a pyramid and are divided into high and low levels. The three-level needs at the low end of the pyramid belong to the low-level conditions, and the two-level needs at the top belong to the high-level requirements.

3.1.2 Non-fixation

Most people's needs are sequential, developing from low to high, but there are exceptions, and some people have high-level requirements when their low-level needs are not met. For example, some people's lives are striving for ideals and beliefs without security, and some people yearn for high art when their stomachs are not complete.

3.1.3 Diversity

Human desires are inexhaustible, and there will be multiple needs at any time, and various conditions can coexist.

3.1.4 Relative satisfaction

Driven by rationality, people's behavior often adopts a "seeking second" strategy. The demand will also accept the relative maximization of "benefits," that is, relative satisfaction, rather than the utterly optimal choice.

4. The Conceptual Framework for the Research Study

4.1 Research on organizational commitment

Organizational commitment is a psychological connection between employees and their organization that reduces the likelihood that employees will leave the organization voluntarily. Organizational commitment has received increasing attention as a predictor of work behavior and behavioral intent (Yue: et al. 2020) ^[3].

4.1.1 Emotional commitment

Emotional commitment is a feeling of emotional attachment to something related to work, purchase, or friendship.

4.1.2 Normative commitment

Normative commitment is a sense of obligation to work and plan related to personal decisions.

4.1.2 Continuance commitment

Continuance commitment is a feeling that it's too expensive to leave or too cumbersome to go elsewhere.

4.2 Effects on organizational commitment

Zhang (2021) ^[4] believed it more appropriate to view effective (affective attachment), persistence (cost of leaving), and

normative commitment (obligation to stay) as different components rather than types of attitudinal commitment. Thus, a person's commitment to the organization reflects these separable commitment mental states.

5. The Influencing Factors of Human Resource Management of Guizhou Private Higher Education on Teachers' Job Retention

5.1 Job satisfaction

Chinese employees have positive moderating effects and retention and adverse effects on education between human resource management and value commitment. The impact of human resource management practices on university faculty performance, while performance appraisal practices are significantly associated with perceived employee performance.

5.2 Management practice

Teachers' perceptions of human resource management practices, types of organizational commitment, recruitment methods, most used, most commonly used options, technologies, relationships between human resource management practices, and organizational commitment of university faculty. Education in China recommends some concrete steps to professionalize human resources to increase the effectiveness of teachers (Cao; & Levy. 2015)^[5].

5.3 Human resource management

Human resource management in a school leads to the opening and operation of the school. It helps to utilize the school's human resources in the best possible way. Essential people can be principals, teachers, and business people.

5.4 Private higher education

In China, private higher education involves the privatized management of public institutions, imitating private enterprises and private higher education departments in a market-oriented manner. As a result, the private sector has had to revisit its management efficiency and compete with the public sector in specific markets that were once the exclusive and profitable sector of the private sector.

5.5 Teachers' job retention

Teacher retention is an area of educational research that focuses on how school characteristics and teacher demographics affect whether teachers stay in school, transfer to a different school, or leave the profession before retirement.

6. Conclusion

This study takes the group of teachers in private colleges and universities in Guizhou as the research object. It explores the impact of online remote higher education human resource management on teachers' willingness to stay on the job. Teachers' organizational commitment is an issue of interest to researchers and educators. The relationship between human resource management practice and college faculty commitment. The study also found that HRM practices influence the type of commitment. "A century-old plan, education is the foundation." Education is the grand plan of the country and the party's plan. Developing education and cultivating talents requires a qualified and stable teaching team. For private institutions of higher learning, the loss of teachers is undoubtedly significant. Therefore, starting from the human resource management of private higher education institutions, this paper analyzes the impact of human resource management of private higher education on teachers' willingness to stay in the job and proposes solutions.

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