

Reform of University Personnel Distribution System and the Establishment of Performance Evaluation System

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Abstract: In the process of system reform, autonomy and fairness need to follow. In order to balance the two, we need to deepen our epistemology and methodology somewhat. How to promote the reform of personnel system in colleges and universities in the new period needs relevant educators to explore from many aspects.

Keywords: New era; Personnel system of colleges and universities; Reform; Performance evaluation system

In the process of development, college education may encounter some bottlenecks, which need to make certain reform and innovation of its own system. The continuous development of modernization has exerted a certain influence on the institutional reform of colleges and universities. Modern university system is an important influencing factor in the current reform of university personnel system, and also the direction of university personnel system reform. Therefore, it is necessary to explore this reform from multiple angles, and to carry out certain innovation and development in teaching, scientific research, teaching organization and other aspects.

1. The Development Trend of the Personnel System Reform in Colleges and Universities

With the reform and development of the country, the gradual reform of the personnel system in colleges and universities began in the 1980s. This process has been in place for more than three decades and can be generally divided into three stages. The main purpose of the reform is to change the autonomy of university personnel allocation from direct management plan to indirect management, and the government becomes the main body of direct management. The second phase was mainly in the mid-1990s and the subsequent decade. At this stage, the main content of its reform is to effectively change the employment system and mechanism of colleges and universities, change the effective allocation of human resources in colleges and universities, so that the corresponding personnel really implement their posts and assume their own work responsibilities. The third period, mainly from 2006 to the present. In this period, under the background of the reform and development of post management in the corresponding public institutions, the corresponding universities attach great importance to the effective improvement and perfection of the system and mechanism in the process of institutional reform and development. University job management and recruitment are effectively integrated, and the overall income distribution is effectively integrated. In this development situation, the most effective management has changed from a closed management form to an open management mode. Although with the development of The Times, the personnel system of its colleges and universities has been effectively improved and transformed, but there are still many problems and deficiencies, which have not reached the corresponding level, especially in the deep level. Breakthroughs have still been made in the institutions and mechanisms. Through the reform and transformation in each period, the corresponding personnel system of colleges and universities is consistent with the overall direction of education development and supports each other. In the process of system reform, the autonomy and fairness should be followed. In order to balance the two, we need to deepen our epistemology and methodology somewhat.

2. Deepening the Reform of Personnel System in Colleges and Universities is a Strategy to Realize the Connotation Development of Higher Education

For China's education, since the end of the 20th century, it has undergone leapfrog changes and development, and gradually entered the period of popularization. As can be seen from the corresponding data, the proportion of college students ranks first in the world. In 2013, the corresponding enrollment rate of higher education reached 35%, and the number of people entering higher education institutions was very high. In this development situation, it has become the goal and task of current education to cultivate the comprehensive

education quality and the excellent talents. As can be seen from the integration and rectification of colleges and universities and the corresponding engineering construction, all these are related to and complementary to the personnel system management reform of colleges and universities. Based on the current development status and trend, it is necessary to further improve and reform the previous development achievements and promote the rational development of higher education. Scientific development needs to further solve the problems existing in the development. To improve the teaching quality and develop the educational content, higher education needs to rely on a large number of teachers. Employees need to further cultivate more excellent talents, and cultivate talents with scientific research level who can provide help to the society. In this case, it is necessary to encourage teachers and employees to stimulate their own innovation ability in the specific teaching, and further promote the cultivation of talents.

3. Deepening the Reform of University Personnel System is a Necessary Part of Building a Modern University System

The establishment of the university system is an important and urgent task in the current educational reform. With the development of economy and the change of The Times, China is now facing profound changes and changes, and the corresponding university organizations need to make effective responses and changes in this respect. To establish the modern university system, we must effectively change and break through the traditional ideas and teaching system. It is necessary to open the limitation of the pattern of interests, from the reality, from the perspective of the things themselves. In this process, the need to improve its efficient personnel management system and reform, make it more adapt to today's society and the current development situation, further form a more scientific and reasonable personnel management system, need more effective management methods and systems and mechanisms to improve its internal structure, to better establish a modern university system, break through the tradition, improvement, better develop themselves. To manage yourself better. This has brought great benefits to the future development to some extent

4. Deepening the Reform of the Personnel System in Colleges and Universities Requires Innovative Ideas

4.1 Pay More Attention to Institutional Innovation, and Promote the Fine Management and Connotation Development of Human Resources in Colleges and Universities

In the process of efficient innovation of its own system, it is also necessary to develop the management of human resources, because in the development of colleges and universities, human resources account for a relatively large proportion, and the role of teaching and education is also very significant. Therefore, in the construction of human resources in colleges and universities, we must pay attention to and improve their own management system. With the continuous reform of education and the continuous development of the society, there may be some disadvantages and bad regulations in the university system, and there may also be some traditional systems influenced by traditional ideas. Therefore, in view of this situation, it is necessary to explore relevant work from various aspects, pay attention to institutional innovation, and carry out targeted management and development. The human resources of colleges and universities also need to be enriched, because colleges and universities need more systematic teaching methods and more mature teaching teams when teaching students, in order to realize the modernization of internal education development in colleges and universities. Therefore, the establishment of the teaching team also needs to be promoted to different degrees, and requires the effective introduction of talents. After the introduction of talents, different levels of training are needed. Some talents may be more suitable for teaching work, while some talents are suitable for administrative work. Therefore, it is necessary to cultivate talents of different levels. In order to use the existing resources reasonably, it is also necessary to recommend other resources.

4.2 The Macro Environment of Colleges and Universities is Constantly Improving, and the Reform of Personnel System is Imperative

At present, many colleges and universities at home and abroad generally adopt the recruitment of regular assessment of teachers, the establishment of competitive incentive mechanism in colleges and universities, and the scientific research ability as the basic condition for teachers, and the assessment standards are constantly improved. Colleges and universities actively promote the reform of the personnel system, so that outstanding talents stand out, and all kinds of talents develop vigorously. However, it should be noted that universities are a special group, and their reform is restricted by many external environments. The long-term employment system established under the planned system has formed the tenure system for university teachers and the tenure system for schools. If these basic characteristics of the

current system are not changed, it will be difficult for colleges and universities to form a truly first-class faculty, to cope with the increasingly fierce external competition challenges, to achieve the goal of building a first-class university, and to meet the expectations of the state and society for universities.

4.3 Formulate Scientific and Fair Standards for Faculty Promotion and Appointment

The reform of the personnel system and the reform of public institutions are not two different things. The two are coordinated and unified, and they are two sides in one. The reform of public institutions is the premise and framework of the reform of personnel system, and the reform of personnel system is an important part of the reform of public institutions. On the basis of ensuring the status of teaching and research center, combined with the actual situation of universities, the promotion and employment standards of teachers are formulated. Salary, grade, and retention will be determined according to the standard, with no discrimination, no priority. Professors, associate professors, lecturers and logistics managers will be appointed, promoted and paid in accordance with the evaluation criteria, and the salary system will be comprehensively reformed. The review should ensure that the whole selection process is open and prevent dark operation; we must pay attention to the teachers, candidates should meet with the teacher, answer their questions, which can not be ignored. Without trusting the virtues and talents of teachers, it is difficult to have management authority. In terms of organizational guarantee, the university has set up a leading group for personnel system reform and an arbitration committee, and the staff can report the problems to the arbitration committee. If the teacher has any confused questions, please consult the Human resources department.

5. Conclusion

To sum up, in the process of personnel system reform in colleges and universities, it is necessary to explore in various aspects to inject some fresh blood into the internal development of colleges and universities. In the reform of the personnel system in colleges and universities, we should have advanced ideas, pay attention to the development of the system and the overall coordination, so as to help colleges and universities to carry out effective personnel reform.

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