

Discussion on the Practical Teaching Mode of Human Resource Management under the Guidance of Employment Demand

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Abstract: Talents are the effective basis for enterprises to carry out comprehensive competition. According to the development needs of the school's teaching objectives, in order to meet the growth trend of talents, we must analyze from the perspective of employment needs, strengthen the teaching reform of human resource management, and actively solve a series of problems existing in the school's talent training at this stage. From the perspective of employment demand, this paper first introduces the basic skills of human resource management students, and then puts forward some effective practical teaching strategies for reference.

Keywords: Employment Demand Orientation; Major in Human Resource Management; Practical Teaching Mode

Introduction

In order to meet the needs of talent development, we must combine the employment needs to achieve the innovative development of the human resources management specialty. The school summarizes the students' personal conditions and practical experience, and carries out comprehensive teaching practice activities from various aspects. Therefore, the school should build a perfect teaching system according to the students' personal ability and practical needs, and promote the students' professional ability and practical ability, which is in line with the teaching needs of the human resources management major in the new era.

1. Basic skills of students majoring in human resource management under the guidance of employment demand

1.1 Professional ability

In terms of job position, managers need to have some experience in talent recruitment, actively integrate the actual needs of enterprise management, and emphasize the optimization of talent allocation. With the improvement of the personal ability of human resources job candidates, students are required to have strong communication ability, software office ability and cooperation ability, which are important basis for testing students' professional quality.

1.2 Professional ethics

When recruiting talents, enterprises have very strong requirements on the personal quality of employees. It depends not only on the education background of employees and their mastery of professional knowledge, but also on the theoretical knowledge and spiritual quality of talents, such as self-confidence, social responsibility, honesty and trustworthiness. These subjective factors account for an important proportion, indicating that students' professional ethics are equally important.

1.3 Practical ability

After graduation, due to the lack of personal operating experience and the one-sided theoretical knowledge, enterprises emphasize the importance of practical ability when recruiting for human resources posts. Candidates need to have strong operating ability to meet the basic needs of talent development. Therefore, when students are formally put into their jobs, they need to learn and summarize in the school, apply the theoretical knowledge in the textbooks to social practice, and then meet the talent recruitment requirements of enterprises.

2. Practical teaching strategies of human resource management under the guidance of employment demand

2.1 Provide students with a hierarchical training base

The employability of students and their ability to adapt to the society are the comprehensive manifestation of the competitiveness of school graduates. For the human resources management major, whether students can quickly meet the development needs of jobs and complete the tasks given by the organization is an important basis for measuring the comprehensive ability of students. Provide students with a hierarchical training base to ensure that students have enough time to apply their knowledge to practice. On the one hand, it is necessary to build a sound management system of the training base, which requires the principals of both schools and enterprises to abide by the rules and regulations. If conditions permit, schools can also formulate department heads to select outstanding talents from the students in training for systematic management and training. On the other hand, teachers regularly come to the enterprise to participate in practical work, such as performance evaluation of human resource management, compensation and welfare activities, to improve their own hands-on ability and obtain better professional certification qualifications.

For example, XX School has joined hands with the Human Resources and Social Security Bureau to build a public training base, strengthen students' practical ability, and lay a solid foundation for future employment development. The public training center is positioned as a shared training center open to all teachers and students, with both production and teaching functions, and a comprehensive public training base integrating skills training, skills identification, teacher training, skills competition, employment and entrepreneurship. The training base realizes resource sharing through the construction principle of "complementary advantages of school enterprise cooperation". As far as the construction effect of the base is concerned, it provides many conveniences for teacher training, staff training, and vocational skills competition, and is also an important stage for students to show their personal abilities. It really makes the education of human resources management major bigger and stronger, and focuses on reflecting the characteristics of professional development.

2.2 Encourage students to participate in social practice activities

Students take advantage of the holidays to carry out extracurricular practical activities, take the initiative to enter the society, start field visits and investigations, enhance their comprehensive understanding of human resources management, and cultivate their social communication awareness. Through the actual participation of students, they have a deep understanding of social enterprise work, so that they can actively integrate into the enterprise and society, and clearly understand how the big class of enterprise and society is formed. And the knowledge learned in class can be reasonably applied to social practice, such as office software learned in class. Through social practice, it can be consolidated again and reasonably applied in future work. The organization of out of school practice activities helps students accumulate experience, have a new understanding of professional courses, reduce the burden on teachers, and promote the smooth progress of curriculum reform.

Some students are limited by traditional thinking. Subjectively, they think that learning the knowledge in class is enough. The final situation is that the students' cognition of the knowledge they have learned is not deep enough. There is a situation where theory and practice deviate from each other, and they cannot reasonably apply the knowledge they have learned in class to practice. In order to strengthen students' practical ability and achieve the effect of applying what they have learned, the school encourages students to actively participate in relevant scientific research projects, providing opportunities for students to practice independently. For example, the university organizes talent recruitment and simulated interview competitions, document drafting, recruitment scheme planning and other projects, actively encourages students to participate in them, and through real design cases, students can understand how to realize the internalization of theoretical knowledge, so as to achieve self breakthrough and growth as soon as possible. Through the participation of practical activities, students' own professional ability and practical ability will be further improved, which can not only develop their social skills, but also consolidate the knowledge learned in the classroom, so as to achieve a double optimized teaching effect.

2.3 Build a professional teaching team

The teaching reform of human resource management is both a challenge and an opportunity for professional teachers. As long as the professional management team is constantly optimized and improved, a more scientific resource allocation mode can be set up, the quality of management can be further strengthened, and it will play a driving role in the future management work. In this regard, the school and enterprises actively cooperate to make changes to strengthen the ability of professional teachers, and clearly understand the importance of the school for the future growth of students. Therefore, teachers need to have a clear position, so that

teachers can play a role of guidance and organization, and build a team of teachers with excellent professional quality for students, which is the focus of the teaching reform of human resources management.

In order to build a professional teaching team, it is necessary to reasonably distinguish teachers' personal abilities, build training HR teachers on the basis of mutual development of training and teaching, and strengthen teachers' professional curriculum abilities through various ways. At the same time, some elderly teachers need to have strong teaching experience, encourage teachers to actively participate in the construction of the practice platform, and create scientific research HR teachers. Moreover, excellent part-time teachers are introduced from the enterprise. They have rich practical experience and can systematically integrate the theoretical knowledge of human resource management and teaching methods effectively, so that they can become high-level and high-quality professional teachers and achieve all-round growth.

Conclusion

From the above analysis, in order to cultivate high-quality professionals, the teaching work of human resource management specialty based on employment demand orientation needs to be analyzed from the perspective of employment orientation, build a perfect professional practice teaching system, and point out the direction for students' learning and growth. In addition, in order to meet the basic needs of market economy for students' professional ability and practical operation, we should create an efficient teaching mode of human resources, expand the employment scope of students, and also provide more professional management talents for enterprises to achieve sustainable development of enterprise economy.

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