

Research on English Chinese bilingual teaching of human resource management course

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Abstract: with the deepening of the reform of vocational education, in the teaching practice of human resource management major in higher vocational colleges, professional teachers gradually realize the important role of improving the effectiveness of English Chinese bilingual teaching. In this context, professional teachers should pay attention to the actual learning needs of students in the international student class, adjust appropriate teaching strategies in practice, and build a modern human resource management professional classroom. Based on this, this paper will focus on the English Chinese bilingual teaching of human resource management course.

Key words: human resource management; Bilingual; Teaching; English Chinese bilingual; higher vocational education

“Human resource management” is a professional core course for international students majoring in human resource management. It is not only the necessary knowledge reserve for students to learn other management courses, but also the necessary core knowledge for students to develop and deal with personnel problems in enterprises. How to effectively improve the results of English Chinese bilingual teaching of human resource management course is a problem that professional teachers need to focus on. Teachers should improve the understanding of students’ learning needs, strengthen students’ comprehensive quality, and lay the foundation for the improvement of students’ employment competitiveness.

1. An overview of English Chinese bilingual teaching of human resource management course

The English Chinese bilingual teaching of human resource management is a course for students majoring in human resource management, which is used to consolidate students’ basic knowledge and solve professional problems. Human resource management is a basic subject with strong practicability among management majors. As a core course, human resource management is a basic subject that students must master. Under the background of the current social and economic development and the increasing demand for talents

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from enterprises and society, in order to adapt to the new situation of economic globalization and cultural diversity, The demand for talent cultivation of human resource management specialty is gradually increasing, and bilingual teaching has emerged and developed in this context.

Bilingual teaching is to adapt to the second language or foreign language in teaching, and teach professional courses in two languages to enable students to acquire a second language. English Chinese bilingual teaching is to cultivate students' English listening, speaking, reading and writing ability, English Chinese translation ability, and through this ability to think and solve the problems of human resource management major, or learn professional knowledge and solve professional problems in the context of English. In the bilingual teaching of the course of human resource management, teachers should try to use English as much as possible, but they should not be completely separated from the Chinese context. Only in the process of bilingual explanation of professional knowledge can students have an in-depth understanding of the professional knowledge of human resource management from the two language environments. The teaching methods of English Chinese bilingual teaching have different forms: the first is immersion teaching, which is carried out by using English that is not commonly used in students' daily life in classroom teaching. The second is retention teaching, that is, using Chinese in the early stage of the course, gradually using English in the later stage of the course, and using Chinese in other subjects. Another is the transitional teaching mode, that is, gradually transition to English learning in the process of learning. Among them, in the process of carrying out English Chinese bilingual teaching in China, the subordinate will apply the maintenance teaching mode to carry out bilingual teaching, but in the application of the mode in the international student class, the direction that teachers can choose will also increase.

2. Analysis on the current situation of English Chinese bilingual teaching of human resource management course

(1) Course arrangement needs to be adjusted

First of all, in the teaching of human resource management, teachers are still the dominant teaching method, which is limited by traditional teaching ideas. Teachers will pay too much attention to the theoretical knowledge teaching in the center of teaching materials. In the process of teaching abstract theoretical knowledge and concepts, teachers still use the method of pure theoretical explanation, which is not fully combined with practical teaching, This has led to the students' lack of profound and thorough understanding of theoretical knowledge, lack of practical experience, and unbalanced development of theoretical knowledge and practical ability. At the same time, teachers pay too much attention to theoretical knowledge and adopt a large number of teaching methods, which will also lead to students' lack of deep understanding in class learning and unsatisfactory academic performance, which will also reduce students' interest in course teaching and further reduce the teaching effect. The school rarely provides students with practice places, and the teaching links with strong practicality cannot be carried out smoothly. Students can only improve their knowledge ability through the learning of theoretical knowledge, and rarely have the opportunity to combine theory with practice to exercise their practical skills.

(2) Teaching methods need to be improved

At present, the teaching methods of teachers majoring in human resource management need to be improved. Influenced by the previous teaching mode, teachers' teaching methods are relatively simple. Most teachers only use multimedia courseware in classroom teaching, which is not updated in essence. To reform the teaching method, we need to analyze the important knowledge points in depth, help students build a theoretical system around the knowledge system, focus on the cognition and mastery of concepts, and combine the actual cases in the teaching of knowledge nodes to reduce the problem of students' declining interest in the course. Teachers should innovate teaching methods in the process of English Chinese bilingual teaching, change the previous teaching mode of using only explanation, increase the design of teaching activities, strengthen students' interest in learning, and improve the teaching effect.

(3) Teachers need to be enriched

In order to carry out the English Chinese bilingual teaching of human resource management course, the school needs to pay attention to the construction of teachers' team. At present, the number of teachers in most higher vocational colleges is not enough. Under the bilingual teaching mode, the requirements for the ability of teachers' team are also increasing. Teachers should not only have strong theoretical knowledge, but also have a good knowledge base such as bilingual language ability and cross-cultural knowledge. At the same time, teachers should have prominent advantages in practical teaching ability to ensure the orderly improvement of students' practical ability. At present, higher vocational colleges need more double qualified teachers with practical experience, outstanding teaching ability of practical courses, experience of studying abroad and strong language ability, and need to use scientific means to build a double qualified teacher team.

3. Analysis of English Chinese bilingual teaching strategy of human resource management course

(1) Renew teaching ideas and improve teaching system

As a core course, English Chinese bilingual teaching in the course of human resources management for international students is of great significance. It is a course based on the basic enterprise management and analysis abilities of international students in management, marketing and e-commerce. It requires students to systematically and comprehensively learn the technology, ideas, specific methods and core concepts of human resources development and management, Understand the latest human resource management concepts and development direction, and improve employment competitiveness. Therefore, the teachers of human resource management major in higher vocational colleges should update their teaching ideas, enrich teaching methods, change the traditional teaching ideas, formulate appropriate teaching plans on the basis of clarifying the specific learning needs of students, continue to explore rational and scientific teaching methods

in practice, and improve teaching work under the framework of bilingual teaching. Fully introduce modern teaching methods, build a teaching mode combining online and offline, enrich teaching resources, and introduce more diversified teaching resources into English Chinese bilingual teaching practice of human resource management. Teachers should timely apply the teaching concept to the practice of bilingual teaching, comprehensively consider the characteristics of the international student class, summarize the differences from the ordinary class, and try to extend the teaching content and broaden the teaching scope in the teaching of the international student class, so as to promote the understanding of the teaching content by the international students. For example, teachers should pay attention to the accuracy of English Chinese translation when teaching some abstract conceptual content, so that students can fully understand the definition of conceptual terms and lay a good foundation for subsequent learning. For another example, teachers should also insert some cross-cultural knowledge into teaching, carry out bilingual teaching in combination with teaching activities or new teaching methods, enhance students' enthusiasm and interest in learning new knowledge, broaden students' knowledge and increase their experience accumulation. At the same time, teachers should adjust the teaching progress and teaching plan according to the characteristics of students, cooperate with more diversified teaching activities and teaching resources, and improve the construction of teaching system.

(2) Improve teaching methods and improve teaching efficiency

As the core course of the major, the course of human resource management needs to guide students to think and solve problems with broader thinking in the teaching process, and improve their practical ability. Therefore, teachers should start from the perspective of improving teaching methods, use diversified teaching methods to highlight the teaching effect of English Chinese Bilingual Teaching, and ensure the steady improvement of teaching quality. First of all, teachers can use case teaching method to carry out English Chinese bilingual teaching of human resource management. The application of case teaching method and English Chinese bilingual home school can give play to the advantages of the two teaching modes. Case teaching method can focus on cultivating students' creative ability and the ability to solve practical professional problems. In the process of theoretical knowledge learning, it can expand students' vision through case display and design, and promote students' ability to solve practical problems, Make classroom teaching resources more abundant and students can get a better learning experience. At the same time, the case teaching method can fully understand and internalize knowledge in the process of students' discussion and analysis by introducing foreign language versions of cases in the mode of learning by doing, so as to improve students' analysis ability, shorten teaching time and improve teaching efficiency. In the process of students' discussion, the western thinking mode in English context and the teaching mode in Chinese context are combined to create a good teaching atmosphere, so that students can learn to use bilingual expression and develop their cross-cultural communication ability. Secondly, teachers can introduce the flipped classroom mode to encourage students to actively participate in teaching. The flipped classroom model is more suitable for the English Chinese bilingual classroom teaching of human resource management in the international student class, which can give students sufficient preview time, make them familiar with the teaching content before class, and improve the efficiency of classroom teaching. Teachers can distribute the collected high-quality bilingual teaching materials, syllabus, teaching focus and topics to be discussed to students through the online teaching platform in advance, so that students with weak language foundation can preview in advance, master certain basic knowledge, and improve students' acceptance of bilingual teaching. Through the online teaching platform, teachers can efficiently and quickly distribute teaching cases, pictures, videos, teaching materials, etc. to students to arouse students' interest in learning. They can also arrange tasks and group cooperation for students through the online platform, encourage them to discuss related topics, improve students' enthusiasm for classroom participation, and create a good learning atmosphere. Teachers should guide students to cross use English and Chinese in the process of discussion and questioning, improve the familiarity with the language, and deepen the two-way understanding of knowledge points.

(3) Training teachers' team and building bilingual classroom

The English Chinese bilingual teaching of human resource management requires high professional level of teachers, which requires teachers to have high-quality professional teaching literacy, bilingual teaching ability, cross-cultural cognition, practical teaching experience and ability. First of all, when carrying out the teaching of human resource management in the international student class, teachers should pay attention to the cognition of students' actual teaching needs, fully understand what aspects students need to improve, and pay attention to the innovation of bilingual teaching content. The course of human resource management in China has a unique development process. It is constantly changing in enterprise management and practice. It is quite different from the course of human resource management in the West. Therefore, teachers should adjust the content of bilingual teaching under the premise of comprehensive consideration. The English Chinese bilingual teaching of human resource management course will involve a large number of wandering nouns, which need to be constantly adjusted and improved according to the practice of teachers in teaching. For example, "compensation" is compensation or reward in the English context, but in the Chinese context, it can make the basic salary plus various salaries of bonus and welfare. There are many similar nouns that need to be paid attention to in the conversion between English and Chinese. Teachers need to accurately explain for students in the process of teaching or case analysis to improve learning efficiency. At the same time, in terms of the construction of teaching staff, higher vocational colleges should pay attention to the construction of English Chinese bilingual teachers' team in the course of human resource management, pay attention to the training of teachers, regularly send teachers to participate in discipline discussion meetings, and learn cutting-edge educational ideas and the professional information of human resource management, so as to lay a good foundation for the improvement of students' practical ability. In addition, higher vocational colleges should give full play to their educational advantages, actively cooperate with enterprises, build a training base, and ensure the improvement of students' practical level. Teachers and students can enter the training base together to carry out teaching, and constantly adjust the English Chinese bilingual teaching methods in practice, so as

to improve students' practical skills and teaching quality.

In a word, English Chinese bilingual teaching of human resource management course puts forward higher requirements for both teachers and students. Teachers should change the previous teaching mode, implement targeted teaching for international student classes, and constantly introduce modern teaching methods in practice, build online teaching resources and improve their own practical teaching level. In the current era, teachers should fully understand the teaching needs of bilingual teaching, and improve the teaching quality with the goal of cultivating compound bilingual talents in human resource management.

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