

Reform strategy of university education management based on human resource management

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Abstract: human resource management is a management mode that combines economic ideas and realizes the effective utilization of human resources through recruitment, training and other ways. With the deepening of education reform, colleges and universities should pay attention to the innovation of education management mode and method, and improve the quality of education management in Colleges and universities. Appropriate human resource management mode can improve the management effect of colleges and universities, save school costs, realize the rational allocation of talents, enhance the efficiency of school management, increase the vitality of colleges and universities in the survival and development, and promote the sustainable development of colleges and universities. In this regard, from the perspective of human resource management, this paper analyzes the problems existing in the management of higher education, and puts forward the reform measures of higher education management based on human resource management, so as to promote the reform and development of higher education, for reference.

Key words: human resource management; Colleges and universities; Education management; Reform strategy

Introduction

Colleges and universities are an important part of China's higher education system. Improving the level of human resource management in Colleges and universities can not only promote the development of higher education, but also cultivate more high-quality talents for the society. Colleges and universities shoulder the important responsibility of educating and educating people, and the structure of teaching staff has a direct impact on the quality of talent training. In the new era environment, colleges and universities should pay attention to improving the work efficiency and quality of employees through human resource reform, optimizing the structure of teaching staff in Colleges and universities, so as to effectively improve the overall quality of talent training and promote the connotative development of higher education.

1. Problems in human resource management in Colleges and Universities

1.1 Lack of modern human resource management concept

Influenced by the traditional management concept, colleges and universities lack the overall awareness in carrying out human resource management work, and can not set talent management plan according to the actual situation and long-term development goals, which makes the management mode lack of power and can not effectively support the development of colleges and universities. Under the traditional management mode, various departments pursue superficial effects too much in the deployment and planning, which makes it difficult to effectively implement various mechanisms and is not conducive to the long-term development of teachers and schools. The concept of human resource development in Colleges and universities mainly focuses on the introduction and cultivation of excellent teachers and the improvement of human resource performance appraisal management. In the process of development, the lack of modern development makes it difficult to give full play to the guiding and promoting role of human resource management. In recent years, colleges and universities have strengthened the construction of "double qualified" teachers, but in the specific implementation process, due to the lack of perfect implementation mechanism and incentive mechanism, the construction effect is not ideal, and the relevant national policies are difficult to be effectively implemented, which has brought some obstacles to teachers' practical work.

1.2 Human resource management mode needs to be improved

The development of human resource management in Colleges and universities started late, and various mechanisms and methods need to be improved, mainly reflected in the following aspects: first, the security mechanism is not perfect. The lack of a perfect human resource security mechanism is likely to lead to problems such as strong personnel mobility. At this stage, colleges and universities have deficiencies in the construction of staff security mechanism. For example, the work intensity and pressure of university staff are large, which makes the work pay and pay do not match; Some re employed retired teachers are better than young teachers in terms of salary and treatment, which makes the salary and treatment mechanism unfair and easily leads to the loss of young teachers. This problem has brought some obstacles to human resource management in Colleges and universities, making it difficult for colleges and universities to establish high-quality teachers. Second, the personnel organization structure is unbalanced. Personnel organization structure is an important factor affecting the effect of school running and management. Some colleges and universities are affected by resources, lacking in the structure and capacity-building of teachers' team. The proportion of teachers who lack teaching experience and have low professional titles is relatively high, which is difficult to effectively ensure the quality of teaching, making the personnel organization structure of colleges and universities unbalanced. Third, the level of information construction is insufficient. The human resource management mode based on big data technology can effectively improve the management effect and connect the business work of each link and module. However, at present, the human resource management and information construction in Colleges and universities are still in the initial stage, and the work of each link is relatively isolated, which is difficult to form an effective management system, making the efficiency of human resource management need to be

improved. The traditional management mode can not effectively and comprehensively grasp the key problems in the management work, which makes the management means stretched.

1.3 Lack of perfect education management evaluation system

The evaluation system of education management is an important measure to assess the work at all stages, and plays a positive role in enhancing the quality of teaching. However, at present, some colleges and universities have superficial and formal problems in carrying out the evaluation of education management. In the face of the single evaluation means of teachers, students and other subjects, and the lack of connection between the evaluation mechanism and various management mechanisms, for example, for the teaching staff, the evaluation system has nothing to do with the promotion of teaching staff and salary adjustment, It makes some teaching staff pay less attention to the evaluation of education management, and it is easy to deal with problems in practice. This makes it difficult for the teaching evaluation system to objectively and comprehensively reflect the real level and actual performance of education management, which is not conducive to stimulating the enthusiasm of education managers and forming effective feedback on the current education management.

2. Reform strategy of university education management based on human resource management

2.1 Actively change the management concept and form a new management strategy

The traditional personnel management mainly focuses on the implementation and work progress. The teaching and administrative staff can only work step by step, passively implement various contents, and lack initiative in various work. When encountering difficult problems, they lack the ability to think about and actively solve problems, which is not conducive to the improvement of the management effect. In this regard, colleges and universities should actively change the management concept, carry out personnel management from a long-term perspective, effectively combine the long-term development goals of colleges and universities with the management of teaching staff, mobilize the enthusiasm of teaching staff, and promote the common development of schools and teaching staff, so as to build a new management strategy. First of all, make a reasonable plan for professional and technical personnel. Colleges and universities should pay attention to the rational selection and transfer of personnel, promote the compatibility of personnel ability and position, refine the layout of teaching staff, apply scientific management methods to conduct a comprehensive analysis of the teaching staff team, including the basic ability and comprehensive quality of teachers, and make reasonable arrangements based on the analysis results to ensure that they can meet the requirements of the school position, It fully reflects the effective matching of personnel and post allocation. Secondly, pay attention to the development of the internal potential of the teaching staff. Colleges and universities should pay attention to the stimulation of faculty's ability in the process of future development, stimulate the internal potential of faculty through diversified means, promote the development of their cultural literacy and comprehensive quality, promote the construction of double qualified teachers, and make the teaching work more in line with the teaching requirements of the new era. In this process, schools should pay attention to the development of teachers' space, so that teachers can achieve growth and development, stimulate teachers' internal motivation, and promote teachers' gradual transformation from passive development to independent development.

2.2 Improve the personnel management mechanism to adapt to the changes of the new situation

In order to give full play to the effectiveness of personnel management, the school should pay attention to the reasonable setting of management mechanism, ensure that the working conditions of teaching staff and salaries can form a scientific match, and avoid the mismatch between wages and workload affecting their work enthusiasm. First of all, we should reasonably set up the welfare treatment mechanism. The setting of welfare benefits should be compatible with the life and work of teaching staff, so as to meet the development needs of teaching staff and stimulate the enthusiasm of teaching staff. Secondly, expand the channels of faculty development. The school should pay attention to the establishment of a perfect staff promotion mechanism, promote the personal development of staff and the development of the school to form an effective connection, and promote the work to achieve the expected goals and achieve good development. For example, teachers' participation in enterprise practice is related to professional title evaluation, so as to stimulate teachers' enthusiasm for practice and promote teachers' better development; Regularly organize teachers to participate in teacher training, enhance teachers' cultural and professional qualities, and give corresponding rewards to teachers' participation in training. In this process, the school can establish cooperation with local governments and relevant enterprises, so as to strengthen the construction of school enterprise cooperation base, promote two-way communication and common progress between both schools and enterprises, enable school teachers to enter enterprises for practice, and enterprise experts to enter schools for teaching guidance, so as to promote the in-depth cooperation between schools and enterprises and promote the development of the school. Finally, strengthen human resource cost budget. Perfect management mechanism is the basic premise to promote the work. Schools should pay attention to strengthening cost budget control and establish corresponding budget information system, so as to improve the deficiencies of management and reasonably control the development of schools.

2.3 Introducing big data technology and strengthening informatization construction

Human resource management itself is a systematic and complex project, which includes human resource demand and supply forecasting, balancing the relationship between supply and demand, setting up and improving human resource management schemes, etc. the introduction of big data technology into various work can effectively improve the management efficiency and enhance the management effect. First, apply big data to select talents. Apply big data technology to the open recruitment work of the school, strengthen the selection of talents through resume analysis, systematic interview and other methods, analyze the matching degree between the resume of talents and the introduction conditions, so as to select talents suitable for the job requirements of the school and improve the quality of talent introduction.

In this process, big data technology can compare the evaluation score and job performance, and use various tools to evaluate the work of teaching staff, so as to extract the most effective selection methods, and promote the introduction of talents to meet the job requirements. Secondly, analyze the effect of talent introduction with big data. Colleges and universities can use big data technology to analyze the age structure and professional title structure of the introduced talents, so as to judge whether the introduced talents meet the needs of the development and construction of colleges and universities, and can improve the indicators of the development of colleges and universities. On the basis of relevant data, reasonably adjust the direction of talent introduction, optimize the talent assessment mechanism, enhance talent stickiness, and reduce the brain drain rate.

2.4 Build and improve the evaluation mechanism and improve the effect of Education Management

The perfect evaluation and assessment mechanism plays a positive role in promoting the sustainable development of colleges and universities. Colleges and universities should pay attention to the reasonable construction of evaluation and assessment mechanism from the perspective of characteristic professional development and career orientation, so as to improve the effect of education management. First, clarify the direction of the construction of the assessment mechanism. Colleges and universities should fully consider their own development characteristics, respect the personalized needs of teaching staff, protect the vital interests of every teaching staff, establish a perfect incentive evaluation guidance mechanism, refine the relevant evaluation content, and promote the effective implementation of the evaluation mechanism. In the management of innovative education, schools should formulate comprehensive and scientific evaluation inscriptions to ensure the effective combination of qualitative analysis and quantitative analysis, work evaluation and effect evaluation, and ensure the comprehensiveness and objectivity of the evaluation work. Secondly, set up diversified evaluation subjects. The evaluation work and AO adhere to the people-oriented concept, promote the joint participation of school leaders, teachers, students and students' parents, so as to build a mechanism of multiple evaluation subjects, promote the effective combination of self-evaluation, peer evaluation, student evaluation and other contents, and establish a multi angle evaluation of education management. Finally, enrich the evaluation methods. Schools should change the traditional static regular evaluation method, set up a random and dynamic evaluation method, and effectively combine the result evaluation and process evaluation. In this process, the school can set up the corresponding reward and punishment mechanism to urge the teaching staff to constantly improve and improve their working methods, so as to realize the joint promotion of teacher development and school development, and improve the effect of education management.

Concluding remarks

To sum up, with the deepening of education reform, the significance of university education management has been highlighted. In the new era, human resource management in Colleges and universities should get rid of the previous situation of emphasizing theory and ignoring operation, adhere to the management concept of keeping pace with the times, strengthen the reform of human resource management mode, effectively improve teachers' professional operation level, and formulate a reasonable and suitable human resource management strategy for their own development. Human resource management in Colleges and universities is a systematic and complex project. Colleges and universities should focus on the goal of education reform, actively innovate the concept of human resource management, improve the organizational structure of human resources, and strive to enhance the effect of human resource management and promote the sustainable development of colleges and universities.

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