The current situation and Innovation of Human Resource Management in Higher Vocational Colleges in the "Internet +" era

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Abstract: In the era of "Internet +", the development of big data and information technology has further promoted the development of global integration. The competition in the economic, cultural and educational fields has become increasingly fierce, and human resources have been the promoters of the economy and the spread of educational culture. The human resource management of colleges and universities faces many opportunities and challenges. Based on the development background of the "Internet +" era, this paper analyzes the current situation of human resource management in higher vocational colleges, and finds out the problems existing in the human resource management of higher vocational colleges in the era of "Internet +", such as insufficient internal data construction and human resource vocational training system, and the lack of effective performance incentives, etc. This paper proposes corresponding improvement suggestions, integrates "Internet +" and human resource management in higher vocational colleges, plans and improves the development mechanism of human resources vocational training in higher vocational colleges, and builds a scientific and rational performance incentive mechanism. The performance incentive mechanism of human resources management in higher vocational colleges focuses on improving the quality and efficiency of human resources management in higher vocational colleges.

1. Introduction

In the era of "Internet +", the boundary between people, people and society, the real world and the virtual world is becoming more and more blurred, and the zero-distance communication of interconnection and intercommunication has become one of the characteristics of the development of the times. The era of "Internet +" has brought new challenges to human resource management, and it has also injected new vitality into human resources. Therefore, in the era of "Internet +", the human resource management of higher vocational colleges should integrate the "Internet +" thinking and reconstruct the concept and model of human resource management.

2. Current situation of human resources management in higher vocational colleges in the era of "Internet +"

In the "Internet +" era, the recruitment sources of human resources in higher vocational colleges are mainly social recruitment, campus recruitment and online recruitment. The procedures of written examination, interview and trial are adopted, and the recruitment process is carried out. However, in the actual recruitment process, many higher vocational colleges have not established a standard system, and for those recruited on campus, they do not need to pass the written test and interview, directly participate in the test, and lack the objective scientific recruitment system. In the era of "Internet +", the level of human resources system in higher vocational colleges is solidified. As shown in Table 1, the promotion restrictions are obvious, especially for ordinary teachers and staff of colleges and universities, lacking channels for normal career development.

In the era of "Internet +", the management of human resources in higher vocational colleges fully affirms and recognizes the importance of professional value. Therefore, many higher vocational colleges have introduced a vocational evaluation system to construct a human resource source management post value verification system suitable for the development of higher vocational colleges, as shown in Table 2.
Table 1 Level of human resources teaching management team in higher vocational colleges

<table>
<thead>
<tr>
<th>Level</th>
<th>Grade</th>
<th>Job content</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Principal level</td>
<td>principal</td>
</tr>
<tr>
<td>2</td>
<td>Director level</td>
<td>Head of finance, logistics, enrollment, marketing, etc.</td>
</tr>
<tr>
<td>3</td>
<td>Manager level</td>
<td>Department faculty</td>
</tr>
<tr>
<td>4</td>
<td>Commissioner level</td>
<td></td>
</tr>
</tbody>
</table>

Table 2 Verification of the value of human resources teaching posts in higher vocational colleges

<table>
<thead>
<tr>
<th>Category</th>
<th>Detail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>Postdoctoral, doctoral, master, undergraduate</td>
</tr>
<tr>
<td>graduated school</td>
<td>International institutions, key institutions, and general institutions</td>
</tr>
<tr>
<td>Age</td>
<td>45-50, 40-45, 35-40, 30-35, under 30 years old</td>
</tr>
<tr>
<td>Working years</td>
<td>None, 1 year, 3 years, 5 years and more than 10 years</td>
</tr>
<tr>
<td>Teaching skills</td>
<td>Teaching achievement, communication ability, student management ability</td>
</tr>
</tbody>
</table>

Although the current human resources source management of higher vocational colleges introduces the verification content of teaching posts, its specific verification system is still measured by traditional evaluation guidance, which is inconsistent with the current human resources demand in the “Internet +” era. Matching, the current efficiency of human resources management reform in higher vocational colleges is not obvious.

3. Problems in Human Resource Management in Higher Vocational Colleges in the Age of "Internet +"

3.1 Insufficient internal data construction

In the era of "Internet +", in the process of human resource management in higher vocational colleges, the use of big data information analysis tools to carry out the salary performance management and human resource planning of the faculty, so as to develop the post and future positions of the faculty and staff of higher vocational colleges Planning for overall planning. However, combined with the analysis of the current situation of human resources management in higher vocational colleges, the current data construction of colleges and universities has serious shortcomings. Human resource management personnel simply rely on attendance records to evaluate the performance of employees. This single source of data leads to higher vocational colleges. The accuracy of the performance evaluation of the faculty and staff of the school is not high, which makes the human resources management of the college appear biased. In the era of "Internet +", the introduction of big data analysis tools enriched the faculty and staff data of higher vocational colleges to a certain extent, but in the final analysis of human resource management accuracy, there is still much room for development of internal data construction.

3.2 Lack of human resources vocational training system

In the era of "Internet +", the corresponding knowledge and technology have been continuously developed and improved, which has promoted the updating of knowledge and technology in the field of education, thus putting forward higher requirements for teachers' teaching quality and ability. Combining the analysis of the status quo of human resources management in higher vocational colleges, in terms of faculty training, in the construction of human resources training system in higher vocational colleges, pre-job training is simply a new operation, and there is no systematic pre-job training system. However, it only stayed on the surface, and did not continue the quality training of employees after the job, which led to the improvement of the knowledge and professional quality of the faculty and staff, and could not meet the talent training and teaching needs under the new situation. In addition, under the "Internet +" era, faculty and staff lack the power to participate, participation in school construction and institutional management is
insufficient, and the weak position of faculty and staff leads to insufficient protection of their interests, and for higher vocational colleges. In the long run, it will definitely lead to more serious problems.

3.3 Lack of effective performance incentives

In the era of "Internet +", the performance management of human resources in higher vocational colleges lacks effective performance incentive mechanism, especially the lack of targeted incentives, lack of feedback and reasonable use of assessment results, emphasis on year-end assessment, and neglect of usual assessments. The evaluation indicators such as “German, energy, diligence, and performance” are aimed at the evaluation of all teachers in the school. There is a lack of specific defects in this system. Due to the different teaching contents and professional titles, the performance indicators will also be different. Moreover, colleges and universities currently use this performance evaluation system to evaluate college teachers, which lacks scientific objectivity. On the other hand, in the era of "Internet +", the performance management of human resources in higher vocational colleges pays attention to the year-end examination and ignores the usual assessment. At present, the performance evaluation of higher vocational colleges is generally one unit per year, which leads to higher vocational colleges. In the process of human resource management, the annual performance appraisal work was over-emphasized, and the usual appraisal was neglected. As a result, the normal teaching behavior of the faculty and staff in the process of human resources management in vocational colleges was extremely loose.

4. Innovation Suggestions on Human Resource Management in Higher Vocational Colleges in the Age of "Internet +"

4.1 Integration of "Internet +" and Human Resource Management in Higher Vocational Colleges

In the era of "Internet +", the human resources management of higher vocational colleges should change management thinking, integrate "Internet +" and human resources management in higher vocational colleges, as shown in Figure 1, Internet thinking runs through the human resources management of higher vocational colleges. In order to provide reliable data support for the human resources management of the institution. First of all, in the era of "Internet +", the innovation of human resource management in higher vocational colleges should focus on "decentralization" and build an "open, cooperative, shared" Internet + human resource management system, breaking the authority of traditional higher vocational colleges. Human resource management mode to enhance the efficiency of human resources information communication between institutions. At the same time, in the "Internet +" era, human resources management in higher vocational colleges introduces Internet thinking, realizes decentralized flat management, streamlines the level of human resources organization in colleges and universities, and promotes the innovation process of human resources management in higher vocational colleges. Secondly, in the era of "Internet +", the human resources management of higher vocational colleges should pay attention to the "transpositional thinking", recognizing that faculty and staff are not only academic workers, but also the service objects of colleges and universities. School resources to meet the needs of faculty and staff in higher vocational colleges to learn and grow. Finally, in the era of "Internet +", the human resources management of higher vocational colleges should pay attention to the collection of evaluation opinions of teachers, targeted Improve the quality and efficiency of human resources management in higher vocational colleges.
4.2 Planning and improving the development mechanism of human resources vocational training in higher vocational colleges

At present, many higher vocational colleges still follow the traditional tenure of post, which violates the scientific nature of modern human resource management, limits the internal mobility of excellent talents, and may not have the opportunity to personally maximize the potential of individual teachers. Therefore, under the "Internet +" era, human resources management innovation in higher vocational colleges should introduce a sound human resources vocational training development mechanism to create a relatively fair and free job competition environment. First of all, under the "Internet +" era, higher vocational colleges should introduce a comprehensive training mechanism, not only to have scientific pre-job training, but also to continue to provide knowledge, skills and even other relevant positions for in-service teachers, thus enabling internal teaching. The quality of employees has been comprehensively improved, which is also conducive to the discovery of talents in colleges and universities. It is also conducive to faculty and staff consciously and constantly improve their knowledge structure and capabilities. Secondly, under the era of "Internet +", the innovation of human resources management in higher vocational colleges must realize the training and development of faculty and staff, and it is necessary to carry out targeted technical training, using big data technology, the work practice of faculty and staff, and individual faculty and staff. A sense of value and a sense of honor in the school are comprehensively analyzed to understand the internal and external factors that lead to the lack of practical ability of the faculty and staff. Through the development of a reasonable training plan, the faculty and staff's individual abilities are improved, and the deficiencies in the practical ability of the employees are improved. Finally, under the "Internet +" era, human resources management personnel in higher vocational colleges need to obtain the potential ability of faculty and staff, and need to conduct in-depth investigation and analysis on the status of faculty and staff, and to analyze the data to realize the personal ability of faculty and staff. Develop and innovate to improve the efficiency of human resources management in higher vocational colleges.

4.3 Constructing a scientific and rational performance incentive mechanism for human resources management in higher vocational colleges

Under the background of "Internet +" era, the main purpose of human resources management innovation in higher vocational colleges is reflected in two aspects: promoting the realization of teachers' self-worth and making the teacher promotion process more scientific and standardized.
Therefore, in the process of human resources management in higher vocational colleges, constructing a scientific and reasonable performance incentive mechanism for human resources management in higher vocational colleges, mainly from the following aspects: First, establish a scientific evaluation index system. Under the "Internet +" era, the performance appraisal system of human resources management in higher vocational colleges should be combined with quality evaluation indicators and non-quality evaluation indicators, including work behavior attitude assessment and teaching ability assessment results, positive work attitude and scientific teaching level. It is the main force that determines the development of higher vocational education. At the same time, higher vocational colleges should implement a level-by-level assessment. According to the teaching subjects and teaching forms of the faculty and staff, including the professional titles and academic qualifications, different assessment indicators are formulated and the assessment items are refined. Secondly, the combination of qualitative and quantitative assessment qualitative assessment. In the "Internet +" era, the performance appraisal factors of human resources management in higher vocational colleges include the teacher's testimony and the popularity of teachers. The quantitative assessment project is the teacher's teaching quality and teaching innovation ability. Finally, improve the usual assessment system. In the era of "Internet +", the performance appraisal of human resources management in higher vocational colleges should be combined with the regular inspection of teachers' teaching and the sample survey of students. The year-end assessment can not fully reflect the advantages and teaching level of teachers, and the professional occupation of colleges and universities is a liquidity. Large jobs, therefore, need to assess the teacher's teaching and the arrangement of college posts through quarterly. In addition, in the "Internet +" era, the performance appraisal of human resources management in higher vocational colleges should make full use of the diversified advantages of data sources of big data analysis technology, and analyze whether the actual wages of teachers meet the needs of teachers, thus giving corresponding help to teachers. At the same time, human resources management in higher vocational colleges should focus on improving the self-worth of teachers and employees and weakening the mobility of employees.

References


