

Exploration of Human Resource Management in Vocational Colleges in the New Era

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Abstract: Human resource management is a crucial component of the comprehensive management work of enterprises and public institutions, mainly referring to the overall management of internal employees in the unit, thereby maximizing the quality and efficiency of work as a management tool. In the context of the new era, timely organization and implementation of human resource management in vocational colleges can mobilize the enthusiasm of faculty and staff, encourage them to devote themselves to educational work with a fuller mental state, thereby improving students' learning efficiency and enhancing the market competitiveness of vocational colleges. However, based on the analysis of the current human resource management situation in some vocational colleges, there are still many unresolved issues. Based on this, this article explores the human resource management strategies of vocational colleges in the new era, hoping to provide some new ideas for innovative human resource management work in vocational colleges.

1. Introduction

In recent years, the education level and quality issues at various stages in China have received widespread attention from all sectors of society, especially in the increasingly competitive environment of the talent market. How to further improve the quality and effectiveness of education work has become a major issue faced by schools with different educational stages and attributes. As a crucial component of China's education system, vocational colleges are slightly different from ordinary universities in terms of educational philosophy and talent cultivation direction ^[1]. They focus more on imparting professional knowledge and skills, aiming to foster professional skilled talents for all sectors of society. To improve the quality and effectiveness of educational work in vocational colleges, it is necessary to timely develop human resource management work, ensure that human resources within the college can be reasonably allocated and effectively utilized, fully mobilize the work enthusiasm and subjective initiative of faculty and staff, and assist the vocational colleges in the long-term progress.

2. Problems in Human Resource Management in Vocational Colleges

2.1 Relatively Backward Concept of Human Resource Management

Correct consciousness is the scientific guide for practical action. When organizing and developing human resource management work in vocational colleges, only by forming a correct understanding and importance of this work can we ensure that the subsequent management systems and work plans are scientific and reasonable, and smoothly promote human resource management work ^[2]. However, based on the analysis of the current human resource management situation in some colleges, there is a significant problem of lagging awareness of human resource management. The failure to implement the principle of "people-oriented" in human resource management has greatly hindered the effectiveness of human resource management in vocational colleges.

2.2 Insufficient Employee Training Efforts

At present, there is a significant gap in employee training in some vocational colleges, which

leads to the inability to effectively improve the individual abilities of employees, and the overall quality and effectiveness of education work cannot be guaranteed. Even some vocational colleges have not included employee training in their key work areas, coupled with a lack of practical experience in employee training, which ultimately affects the education level and quality of vocational colleges.

2.3 Lack of Innovation in Human Resource Management Work

Analyzing the actual implementation of human resource management in various vocational colleges in China, some colleges still carry out human resource management work according to traditional personnel management methods due to the influence of traditional management thinking. The focus of the work has been on personnel recruitment, on-the-job training, and evaluation, and there has been no timely for planning, capacity development, and effective utilization of the internal human resources. This situation has led to significant limitations in the human resource management work of vocational colleges, making it impossible to carry out reform and innovation, which to some extent restricts the sustainable progress of vocational colleges^[3].

2.4 Lack of Sound Human Resource Management System

The smooth implementation of any work cannot be separated from a scientific and sound management system as the basic support, and the same is true of human resource management in vocational colleges. However, some colleges have not established and improved their human resource management systems based on reality, nor have they optimized and updated them, ultimately leading to confusion and even formality in human resource management. For example, some human resource management personnel do not have comprehensive rules and regulations to follow in their actual work, resulting in a significant reduction in the authority and effectiveness of human resource management work and inability to realize its due value.

3. Strategies for Human Resource Management in Higher Vocational Colleges in the New Era

3.1 Adhere to the Principle of “People-oriented” And Improve the Utilization Rate of Human Resources

Since the 21st century, market competition in various industries has become increasingly fierce, and the competition content has gradually shifted from industry scale and economic strength to talent competition, cultural soft power competition, and so on^[4]. Deepening the implementation of the basic principle of “people-oriented” is a crucial measure for colleges to recruit and retain talents. Based on this, the human resource management work in vocational colleges should strictly adhere to the principle of “people-oriented”, and strive to create a good working atmosphere and teaching and research environment for teachers and staff.

Firstly, colleges should consider issues from the perspective of human resource management, form an excellent college culture within the campus, further deepen the sense of responsibility and mission of faculty, enhance their sense of identification with vocational colleges, and thus maximize the centripetal force and cohesion of the faculty group, ensuring the quality of education. Secondly, it is useful to further stimulate the teaching and research enthusiasm of faculty members, and deeply explore their potential research and teaching abilities. Thirdly, they ought to strengthen the humanistic care for faculty and staff, and exchange the respect for faculty and staff for their loyalty to the school and high-quality educational work.

3.2 Strengthen Talent Introduction Efforts and Further Improve Teachers’ Teaching Level and Professional Skills

Firstly, the human resources management department of vocational colleges should establish a scientifically sound talent introduction mechanism based on the actual teaching situation, talent demand, economic strength, etc. of the college. In the process of talent introduction, colleges need to focus on the professional and teaching abilities of teachers, and introduce talents according to actual needs to ensure the quality of teaching work^[5]. In addition, colleges should change the

previous model of determining the number of teachers recruited based on the number of students, promote a dynamic talent introduction mechanism, and reasonably avoid the problem of human resource waste. Secondly, colleges ought to strengthen the construction of a composite teaching team, provide convenient conditions for academic advancement and professional title evaluation for faculty and staff within the institution, and ensure that teachers have a solid theoretical foundation in teaching and rich practical experience in teaching. Thirdly, it is useful to incorporate the improvement of teaching quality into the human resource management work of colleges, further strengthen teaching quality through teaching evaluation, research summary, and other methods, so as to lay a solid foundation for the long-term progress of vocational college principals.

3.3 Strengthen Management Efforts, Fully Demonstrate the Characteristics and Development Direction of Vocational Colleges

In the context of the new era, the human resource management work in colleges should be continuously reformed and innovated based on reality. Vocational colleges need to fully recognize that human resource management is not just about talent introduction, but should also respect and strengthen the subjective initiative of mobilizing talents, and encourage them to invest in educational work with a full mental state. Based on this, vocational colleges should strengthen human resource management and improve management efficiency.

Firstly, colleges ought to promote human resource management work closely around the characteristics and educational development direction, reasonably divide management responsibilities and content, ensure that teachers always carry out education work around the characteristics of colleges, and improve the quality of teaching work. Secondly, it is necessary to establish a sound human resource management system, improve the standardization and rationality of human resource management work, and ensure that human resources within the institution can be reasonably allocated and effectively utilized. Thirdly, the human resources management department of colleges should also formulate scientific and reasonable assessment standards and content, continuously urging relevant staff to improve work efficiency. Fourthly, the human resource management department should also do a good job in human resource development and training, formulate talent development and training plans based on actual situations, and promote the maximum role of human resource management work in colleges ^[6].

3.4 Strengthen the Informationization Construction of Human Resource Management in Colleges

In recent years, significant progress has been made in the field of technology with the support of socio-economic innovation and development, among which computer technology, cloud computing technology, big data technology, artificial intelligence technology, etc. have been widely applied in all aspects of social production and life. Faced with this new development trend, vocational colleges should also strengthen the informationization construction of human resource management, in order to lay a solid foundation for cultivating high-quality and versatile talents.

Firstly, the human resources management department of vocational colleges should focus on putting information technology construction work on the agenda based on the actual situation, strive to gain recognition and support from all faculty and functional departments, thereby consolidating the mass foundation for human resource informatization construction, and providing personalized information query services for faculty and staff. Secondly, colleges should actively utilize various modern information technologies to promote the transformation and upgrading of human resource management towards informatization, modernization, and intelligence, such as using information technology to collect, organize, analyze, and apply human resource information to improve the quality and efficiency of human resource management work. Thirdly, it is useful to effectively integrate the human resource management information system with other work systems, establish a human resource management information database, and better serve the teaching work of faculty and staff, as well as the sustainable development of vocational colleges.

4. Conclusion

In summary, in the context of the new era, vocational colleges are facing increasingly fierce educational environment and market competition. To truly seek a sustainable, stable, and long-term development path, it is necessary to do a good job in human resource management in a timely manner, utilize internal human resources reasonably and effectively, improve education level and work quality, and enhance the market competitiveness. In this regard, higher level leaders and human resource management departments should closely follow the trend of education reform and progress, deeply analyze the current problems in human resource management, take diversified and effective measures to solve them in a timely manner, and do a good job in talent cultivation and introduction, as well as information construction of human resource management, to provide guarantees for the smooth development and role of human resource management work. In this way, colleges can truly achieve long-term progress with the support of high-quality work teams.

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