

# Exploration and Research on the Application of Human Resource Management in Undergraduate Classroom Teaching

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**Abstract:** In order to better improve the theory, there are some problems such as students' enthusiasm is not high and their attention is not concentrated in class. The teaching effect of the classroom can be learned from the six modules of enterprise human resource management, namely, human resource planning, recruitment and allocation, training and development. The effective application of salary and benefit management and labor relationship management in enterprise personnel management, research enterprise human resource management in high school. How to apply vocational theory in the classroom, using the six modules for students' attendance, discipline, enthusiasm and other aspects about Beam and incentive, so as to better manage the state of students listening to the class, stimulate the interest of students listening to the class, and summarize and improve the research process.

## 1. Introduction

The concept of "human resources" was put forward by Peter Drucker, the father of modern management, in his book *Management Practice* in 1954. Since the 1980s, experts engaged in human resource management and research on human resource management continue to summarize and research, human resource management undergraduate theory is also increasingly mature, and in the practice of enterprise management has been further developed by the undergraduate, widely accepted by enterprises all over the world, and gradually take the undergraduate personnel management.

As a social profit-making organization, an enterprise mainly achieves the purpose of serving the society and creating profits through effective management of its employees and equipment, and its equipment as a fixed asset management is relatively simple. As labor individuals with ideas and development needs, it is difficult for employees in undergraduate enterprises to manage their work. Therefore, enterprises continue to summarize experience in the undergraduate management of human resource management, and obtain six modules of human resource management. Undergraduate courses include human resource planning module, recruitment and configuration module, training and undergraduate development module, performance management module, salary and benefit management module, and labor undergraduate relationship management module. Through meticulous management, the company has achieved success in staff management, guiding employees in recruitment, training, promotion and other aspects of the mechanism.

In addition, certain salary, welfare and legal means to stimulate undergraduate study and labor relations ensure that employees can continue to serve and create wealth for the enterprise during their undergraduate work in the enterprise.

## 2. Analysis on the Application of Human Resource Management in Theoretical Classroom of Undergraduate University

### 2.1 Analysis of Curriculum Reform

It is the goal of undergraduate colleges to cultivate students based on the promotion of

professional ability. Professional, forward-looking and practical characteristics of undergraduate teaching content are the characteristics of undergraduate teaching content. At present, the teaching materials used by undergraduate students are relatively theoretical and emphasize too much on the integrity and systematicness of knowledge. Therefore, when teachers use textbooks, textbooks should be auxiliary materials for teaching and basic resources for students to learn. Although the textbook is an important part of the teaching content in the teaching process, it is certainly not the whole content, let alone the only content [2-3]. Due to the limited nature of the course, teachers always feel unable to exert their energies and students are not interested in the teaching of basic theory courses, which leads to a dull classroom atmosphere during the teaching of theoretical courses. The application of “student-centered” teaching method can effectively break this dilemma. This teaching method emphasizes people-oriented, and in the process of teaching design, it takes students' senses as the working point, which can effectively improve the efficiency of classroom teaching [2].

How to be “student-centered” requires teachers to tailor their lectures to the needs of students. Therefore, in the course of lesson preparation, teachers of basic theory courses should integrate the teaching materials according to the learning situation, teaching content and teaching environment, and integrate the knowledge points into the form of task modules. The teaching task should be to decompose and extract knowledge points from real cases of enterprises, so as to adapt to higher vocational teaching, so that students can truly feel the actual working situation of enterprises in the learning process, so as to stimulate students' thinking and cultivate the spirit of in-depth exploration. This requires teachers to create a real working environment or real enterprise tasks in the course of teaching, and to treat students as “quasi employees” of the enterprise. In addition, full-time teachers should also imperceptibly infiltrate the course ideological and political and professional qualities into the teaching content to improve the overall quality of students.

## **2.2 Learning Analysis**

The teaching pattern of different learning feelings is the concrete embodiment of different learning feelings teaching, and it is an intuitive and visible realistic form of different learning feelings teaching [4]. At present, most of the theoretical courses in undergraduate colleges and universities are still based on the traditional teaching mode. In the teaching process, the teaching mode is teacher-oriented and student-assisted. In the teaching process, teachers give priority to knowledge indoctrination, which belongs to unidirectional. Through research and analysis, it is concluded that there are some problems in traditional teaching. The teaching method is relatively simple. Most of the teachers use the teaching method, that is, the teacher lectures to the students collectively in the multimedia classroom during the teaching process, and the teacher mainly teaches the students while the students passively receive knowledge. In this way, teachers “dance alone” in the teaching process, while students are only bystanders, which is not conducive to students' independent learning. Teachers often ignore the effectiveness and difference of students' “learning” [5-6]. Undergraduate students are generally not interested in learning, most of the students did not develop good learning habits in high school, part of the students from secondary vocational schools to the undergraduate course, theoretical knowledge foundation is not solid, the class is not sitting is its characteristic. According to the analysis of undergraduate students, it is necessary to develop effective teaching methods and means according to the differences of students' situations. With the continuous development of information technology, teachers are increasingly required to continuously use information technology to assist teaching in the teaching process. The emergence of COVID-19 epidemic in 2020 even requires teachers to combine “online” and “offline” in the teaching process and adopt a hybrid teaching mode to achieve the predetermined teaching objectives.

## **3. The Significance of the Application of Human Resource Management in Classroom Teaching**

### **3.1 Solve the Problem of Students Not Paying Attention to Class**

To human resource planning, recruitment and configuration of human resources, performance management module is introduced into classroom teaching management, through team division, the group leader responsibility system, through effective classroom system, using the usual result for the performance appraisal means, improve the students' ability of self-management, self-discipline, to let the students to focus on classroom, autonomous listening to lectures, the teacher as the publisher of the task, The tasks required to be released are in line with the real conditions of the enterprise, and the incentive methods such as rewards and punishments are used to stimulate students' interest and improve their concentration in class.

### **3.2 Solve the Problem That the Student Self - Restraint Ability is Not Strong**

Through the enterprise human resources management training and development, the introduction of labor relationship management module, clarify the responsibilities of teachers and students in the classroom, the teacher good design class teaching system, fair, fair and open to the student to according to the human resources management model for performance appraisal on weekdays, students can clear every lesson that complete the task of this course and get the score, Clear the responsibilities and obligations of students, exercise students' communication and coordination skills, control their emotions and deal with the relationship with department leaders after entering the society, so as to better restrain themselves and constantly improve their core competitiveness through self-learning.

### **3.3 Solve the Problem That Students Cannot Adapt to Social Relations as Soon as Possible after Graduation**

As is known to all, after students graduate from school and enter the society, they generally need a period of time to adapt to the diversified social relations. By introducing the enterprise human resource management module into the classroom and simulating the real environment of the enterprise, students' practical ability and communication coordination can be practiced, which can make students gradually adapt to it The pluralistic social relations can not only promote their effective state of attending classes, but also enable them to integrate into the society more quickly after graduation and adapt to the society from students to the society The change of workers' identity makes them serve the enterprise and the society as soon as possible.

## **4.The Application Practice of Human Resource Management Module**

### **4.1 Study Group Setup: Application of the Human Resource Planning Module**

The human resource planning of an enterprise refers to a set of measures formulated by an enterprise in production, operation and management to make the enterprise possess a certain quality and necessary quantity of manpower to achieve the goals of the organization, including personal interests, so as to find the match between the demand for personnel and the quantity of personnel in the future development process of the enterprise. Based on the reference and analysis of the enterprise human resource planning and management thought, the teachers of the course plan the study group reasonably according to the number of the class after understanding and analyzing the basic situation of the students. For example, if the class size is 30 people, 5 study groups can be set up, with 6 people in each group and 1 group leader in each group. The monitor or commissary in charge of study serves as the group leader with 2 people.

### **4.2 Group Leader Setup: Recruitment and Configuration Module Application**

Recruitment and allocation of enterprises refers to a set of measures adopted by enterprises to select personnel suitable for the development of enterprises through the screening of academic qualifications and abilities, so as to achieve the goals of the organization, including personal interests, so as to realize the operation goals of enterprises and the initiation and dissemination of corporate culture. Full-time teachers assign a study leader to each study group according to the management mode of the enterprise. The generation of study group leader is recommended democratically by the classmates or designated independently by the teacher.

Responsibilities of group leader: group leader is recommended by each group and appointed by the teacher. The responsibilities of the group leader are mainly as follows: First, I led the group to learn the task module of the course and divided the tasks of making and explaining PPT; The second is to assist the teacher to manage the class status of the group members, and to manage the students who violate the classroom discipline; Third, I am responsible for the collection of homework practice reports of my classmates.

### **4.3 Application of Flipped Classroom: Training and Development Module Applications**

Training and development module refers to the enterprise to constantly seek to adapt to the needs of enterprise development, through internal and external training and learning, improve the work skills and management thinking of employees, to achieve the established strategic goals of the enterprise. The application in the theory class is as follows:

According to the curriculum reform, teachers divide knowledge into task modules, and each study group undertakes learning tasks according to the task order. According to the knowledge points needed to complete the task, the group learns by itself, and the group leader is responsible for the division of labor according to the specialties and abilities of the students in the group. Students who are good at searching and sorting in the group will search the materials, and students who are good at using office software will make PPT. Ten minutes before each class, each group will make a PPT presentation. The content of the presentation will be discussed by the group members, and the exposers will be changed every round, with three purposes: The first is to exercise the ability of teamwork within the group, the second is to exercise the self-learning ability of members, and the third is to exercise the communication ability of the interpreter.

### **4.4 The Refinement of Assessment Mode: the Application of Performance Management Module**

The connotation of enterprise performance management is the evaluation of people and things, that is, the evaluation of people and their working conditions, and the work of people. As a result, the relative value or contribution of people in the organization should be reflected through evaluation. Speaking from the extension, it is a purposeful, organized approach to Japan Observe, record, analyze and evaluate by people who work regularly.

### **4.5 Classroom Process Assessment: Application of Compensation and Benefit Management Module**

According to the inspection way make good classroom management system, each group of each student, the initial is full score, most students can keep classroom discipline, teachers can complete the classroom teaching, occasionally also can appear the following situation: the students in class without textbooks, breakfast brought into the classroom, the class play mobile phone, sleeping, don't even come to class, and so on. If a student violates a system, the corresponding points will be deducted. The number of points depends on the seriousness of the violation. For example, being late and leaving early are one level, while the points deducted for truancy are more than those for being late and leaving early. Record the performance of students in each class, and deduct the score for the violation, which is the aspect of punishment. If there is a good performance, there will be a corresponding reward, so that students who make mistakes will be motivated to perform actively and try to add back the deducted points. Such as actively answering the questions raised by the teacher, actively raising questions, etc., will be given a certain amount of extra points according to performance.

### **4.6 Adapt to Social Relations as Soon as Possible: Application of Labor Relations Management Module**

Students to enter society after graduation from the school environment, human resources management model applied to the curriculum management as soon as possible, students in learning this course, the teacher to apply human resource management mode in the course, students should adapt to this relationship, the teacher as the role of a manager in human resources management, to

uphold a fair, just and open attitude to evaluate students, The relationship between students and teachers is teacher-student relationship or leader-employee relationship in class, but it is also the relationship between ordinary people after class. They respect each other and learn from each other. Teachers can also adopt the good opinions of students. This relationship lays a foundation for facilitating students to integrate into enterprises and society more quickly and better.

## 5. Conclusion

Through the human resource management of six modules, namely, human resource planning, recruitment and configuration, training and development, performance management, salary welfare management, labor relationship management is introduced into higher vocational college theory curriculum teaching management, the introduction of classroom teaching, teachers and enterprise department manager role, students and staff roles, The relationship between teachers and students corresponds to the relationship between enterprise managers and employees, so that students can truly feel how enterprises manage and motivate employees in the course learning. Students accumulate their daily grades and scores by completing a class task. Through practice and comparison, the introduction of human resource management module in classroom teaching and the use of human resource management in the classroom can improve the efficiency of classroom teaching, enhance students' communication and coordination ability, improve the performance and pass rate, and enable students to adapt to the change of role as soon as possible after graduation.

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