

Research on the Teaching Reform of "Human Resources Management" in the Training mode of Applied Talents

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Abstract: With the implementation of the strategy of developing the country with science and technology, the education of our country has been developing continuously, but there are still not enough in the way of education. In foreign countries, people pay more attention to the education mode of participation, cultivating students' interest and the applied talents which makes a new orientation for the training of applied talents and puts forward higher requirements for their own teaching of human resources management. These aspects are worthy of our reference and study. With the continuous development of education reform, and experience in practice, the main ideas involved in the mode of teaching can fully reflect the human resources management teaching curriculum reform in the process of teaching, constantly learn from each other, and fully improve the students' learning enthusiasm

1. Introduction

China's economic constantly developing at this stage, human resource management is becoming more and more important. Human resource is a fully integrated course in the theoretical knowledge and practical application, is mainly for our country to make the strategy of developing the country through science and education, to train more and more applied talents. Training more and more applied talents. Human resources management course is mainly used to solve the economic and social institutions in human resource management, some of the practical problems encountered. The foreign educational model mainly aiming at the cultivation of applied talents, our country is also in constant learning, at this stage of China's demand for the application of talent being also growing. Many enterprises begin to pay attention to the practical ability of college students, students' practical ability, and the ability to deal with the situation in the face of the situation. Therefore, the participatory teaching methods will become more and more become the main teaching objectives.

2. The Meaning and Characteristics of Participatory Teaching Mode

At the present stage, the participatory teaching is the common participation, the common learning mode, in the maximum degree to improve students' learning interest and enthusiasm which mainly reflects the mode of cooperation, mutual cooperation learning mode. The participatory teaching mode mainly revolves around the students, in the form of activities to enable students to take the initiative to participate, only according to their own interests and hobbies to take the initiative to participate in, to improve the quality of student learning, so that students really learn something. Participatory teaching mode breaking the traditional teaching mode is the teacher responsible for imparting knowledge and students responsible for receiving the knowledge of the process. Its flexibility is the more active, which mainly reflects the participation, two-way communication of teachers and students and pays more attention to the teaching mode of cooperation and win-win. Participatory teaching mode requires students to take the initiative to participate in, to think about the problem, to practice, which is the basis of the application of personnel training. The cultivation of applied talents requires that we should combine theory with

practice in the process of learning, and constantly deepen the understanding of knowledge, master a certain skill, and be able to use it.

Participatory teaching model no longer take examination as the final assessment of a subject, paying more attention to the active participation in the weekdays, the initiative to raise questions and ability of solving the problem, is an open teaching model which mainly analyzes the some typical examples given the answer, put forward their own proposals, views, and the need to improve the space, fully reflecting their subjectivity

3. The Current Situation of "Human Resources Management" Course in the Training Mode of Applied Talents

The human resource management course in our country starting relatively late, the first country to carry out human resource management course is the United States that promotes the continuous development of human resources curriculum, the United States at the time of the economy and has brought tremendous social benefits. Due to the reasonable implementation of human resource management, the United States has trained a number of new talents. Countries around the world are beginning to draw lessons from American human resource management, combining with its own national conditions, continuously innovating, and establish a national human resources management of the scientific system. In recent years, China has begun to establish the management system of human resources management in our country, focusing on participation in the reform of teaching mode, paying attention to the teaching of the theory and practice of combining. Many universities have set up human resource management major, carry out the teaching of human resource management, and set up a large number of applied talents for our country.

Because our country human resources management teaching starts relatively late, in some local teaching department, the course of human resource management is not long and the teachers' strength is weak. So China human resource management teaching system also need to continue to improve and strengthen the implementation of local human resources management curriculum, maximum to improve nationwide in the teaching of human resource management overall level.

4. The Necessity of "Human Resources Management" in the Teaching Reform of "Human Resources Management"

From the Perspective of Human Resource Management, See the Necessity of Participating in Teaching Reform. At present, many colleges and universities in China having formed their own management system in the long - term traditional teaching mode, the reform of human resource management and participation - oriented curriculum requires that we should cultivate the applied talents. This is a conflict between reform system and the traditional concept of the teaching mode, and the traditional teaching mode and the training mode of the talented person are mainly the teaching of theory, the obvious feeling that the theory and the practice can't be very good. Application oriented talents should not only be able to grasp the theoretical knowledge, but also have a good operating ability, practical ability, so that a perfect combination of theory and Practice. In the teaching mode, both the teacher and the student are participants, but the students are the main body. The teacher mainly playing the role of guidance and guidance, the students were divided into a small group to carry out a typical case analysis, group discussion, constantly put forward the problem, through the human resources management teaching theory to solve the problem, in a large extent, to improve the students' initiative. Because each student is part of a group, about the collective honor, the student's enthusiasm is very high. Participatory teaching mode improves the learning efficiency to a certain extent, and also improves the overall teaching level.

5. The Necessity of Participatory Teaching Reform from the View of Teaching Methods and Teaching Methods

With the implementation of China's strategy of developing the country through science and

education, China's information technology having been continuously developing, many schools have left the traditional blackboard teaching mode, more and more universities implementing multimedia teaching, full using the information technology to the teaching career, the continuous improving and developing of multimedia to improve the efficiency of teaching. Multimedia teaching has brought a lot of drawbacks. Although the application of multimedia teaching has improved the efficiency, but students can keep up with the teacher's rhythm, which has become a question. Many teachers rely too much on multimedia teaching, ignoring the students' ability to understand, but only to improve the progress of learning, not pay attention to the participation of students, resulting in a decline in scores of students. So the teacher should advocate participatory teaching, teachers only play to the leading role, let students actively participate in thinking, constantly ask problem ,solve problem, let the teachers and students in the joy of learning, so that students take the initiative to learn.

6. The Necessity of Participatory Teaching Reform from the Characteristics of Students' Learning at the Present Stage

At this stage, many technical enterprises in the recruitment more like to recruit vocational school students, which caused a lot of questions. In fact, the reason that vocational secondary school students mainly in practice with a lower degree of undergraduate education, and enterprises also give the wage lower than the undergraduate is very simple, but vocational secondary school students do not need to spend too much of the cost of the company and you can create a greater social benefits for enterprises. Although many students have well mastered the relatively theoretical knowledge, but the actual operation is relatively small and the actual technology is not mature. Many college students have no practical orientation to the future work without much perceptual knowledge for practice.

Many schools having carried out the human resource management course, but most of the students are passive to accept the management knowledge. Adding China's traditional examination oriented education environment.

All of the study is to cope with the exam. Grasp of theoretical knowledge is only the understanding of the surface, lacking of sublimation from perceptual knowledge to rational knowledge. Participatory teaching mode requires we practice our own experience only in practice which can better grasp the theoretical knowledge.

7. The Implementation of Participatory Teaching Reform In Applied Talents Training Mode of "Human Resources Management"

Research on the typical Cases, One of the "human resource management" participatory teaching programs in the application oriented talent training mode is to study the typical cases which usually are in problems with the characteristics of representative, authenticity. When teachers and students in the process of a typical case analysis, with teacher's certain guide, students in the process of thinking ,constantly put forward problems, and exchange ideas, discuss, and play a role in the teaching mode of participation, and constantly improve the students' practical ability. The participatory teaching course of human resource management is mainly through the analysis of typical cases; the discussion and analysis are carried out by the group with the teacher's leading, and finally draws the conclusion and the solution of the problem.

7.1 Carrying Out the Teaching Reform through Role-playing Method

In the typical case study method mentioned above, we can play a role in many scenarios, using the appropriate teaching time for the interpretation of the case, and design a realistic management scene to let students participate in the whole process, to let the students in the group play different roles in the case and immersive experience when you are in this position. When such a situation and the problem happen, we can know how to make decisions in a limited time. Through comparing with this more realistic experience of human resources management and participatory teaching,

which is very important for us. Only when we are on the scene, can we find a way to solve the problem. After 90 of students many times like fantasy, but ignore the practice, do not like to practice for their own experience, so only see the surface of the phenomenon without profound understanding.

7.2 Combining Theory with Practice and Experimental Teaching Method

In the implementation the participatory teaching course of human resource management, at present stage, the development being limited, the main means are to carry out the theory of teaching. Appropriate social practice plays a very important role in the theoretical teaching, and the individual can practice in the weekend and summer vacation to improve their practical ability. For schools, students can be organized in the school field with field teaching to deepen students' understanding of professional knowledge and realize the combination of theory and practice. For some students interested in a subject, teachers should provide with a platform and scientific guidance for students interested in the subject. When conditions permit, you can provide students with interest in the summer internship unit.

7.3 Rethinking Teaching Reform Research of "Human Resources Management" in Application-oriented Personnel Training Mode

With the continuous development of human resources management in participatory teaching mode, the talent development mode of our country is more and more applied to the training of talents. In the development of participatory teaching mode, first to deal with the relationship between teachers and students, good teacher-student relationship is conducive to the exchange between teachers and students, which is like a catalyst in chemical reaction and can effectively improve the students' learning quality. If the student is in conflict with the teacher, no matter how to carry out the teaching mode, the students can't accept the teacher and fully integrate into the teaching. This requires our teachers to strengthen the relationship between teachers and students, deepen to the student's learning and life to understand the students. To let students know the teacher are with us together, and care us , we should efforts to communicate and exchange, to let the teacher know their own problems, through the guidance of teachers, constantly improve our ability.

Participatory teaching mode paying more attention to the team spirit, In the process of the analysis of a typical case ,taking the group as the research unit, we as a small team, must each person to think, ask questions, express their views, and also combined with the theoretical knowledge and puts forward constructive solutions. We all strive for the honor of the team, such a teaching model having greatly improved the enthusiasm of students and learning enthusiasm.

8. Summary

With the continuous development of China's strategy of developing the country through science and education, science and technology being the first productive force of the thought as a guide, China's education model will be towards the direction of the spread of knowledge and practical skills development. In the direction of such teaching, to promote the optimization of teaching mode and the training of applied talents, at the same time, we should continue to carry out human resource management and participatory teaching research activities, making the theoretical knowledge and social practice truly synchro development, to provide greater space for development of applied talents of our country, to participate in the realization of the education mode of reform, social practice to provide a platform for application type talents, for the economic development of our country to create more benefits.

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