

Research on Talents Training Model of Human Resource Management in Applied Undergraduate Colleges

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Abstract: With the development of China's socialist market economy, human resources has become a core component of the company's competitive soft power, and applied undergraduate colleges are an important cradle for delivering relevant professionals at this stage. Therefore, the development of society and economy puts forward higher requirements for the cultivation of human resources management professionals. Based on the social needs of human resource management talents, this paper combines the enterprise positioning and professional talent training objectives, and finds that application-based undergraduate colleges have a series of problems in the process of cultivating human resources management professionals, and have carried out their talent training mode. rebuild.

1. Introduction

With the deepening of internationalization of Chinese enterprises and the increasingly fierce competition, the era of human capital value appreciation has been ushered in. The development and management of human resources has received more and more attention. The talents of this profession have become the shortage of talents in the society. The HR talent has become the object of enterprise competition. In the "30 most talented people in Asia" survey, the human resources profession is among them. How to cultivate applicable human resource management talents suitable for enterprise needs is an important problem that should be solved in current applied undergraduate colleges. This requires a lot of research to sort out what kind of human resource management talents the enterprise needs, and to guide the human resources management professional talent training of the applied undergraduate colleges according to the requirements of the enterprise.

With the advent of the era of knowledge economy, human resources have gradually surpassed material resources and financial resources to become core resources. In this context, the construction and development of the human resources management profession and the cultivation of human resource management talents will play a very important role in the development of the entire economy and society.

Human resource management is a very practical profession. In the process of its development, enterprises urgently need a large number of human resources management applied talents who have received professional education, professional knowledge and professional competence. Colleges and universities serve as the main front for professional teaching. An irreplaceable important role. In order to further study the transformation strategy of human resource management training mode in applied undergraduate colleges, the market positioning and demand analysis of its professional talents are as follows.

2. The Needs of Enterprises for Human Resources Talents

Analysis of the qualifications of enterprises for the demand for human resources talents. With the continuous development of society and the needs of modern enterprise competition, the training of human resources management majors in China's colleges and universities is gradually carried out with the core of the needs of enterprises. From the perspective of qualifications, most domestic

enterprises have at least one year of relevant professional work experience for human resources professionals, and must be more than five years if they intend to be promoted to the heads of human resources modules. Relevant work experience. Almost all enterprises require that personnel engaged in human resource management must be proficient in operating various office software and corresponding processing systems, and be familiar with various systems. 96% of them have verbal ability and responsibility and professionalism. A clear request was made. In order to meet the needs of enterprise-oriented human resource management talents, the application-oriented undergraduate colleges are targeted to cultivate human resource management talents, and conduct questionnaire surveys on the employment needs of 30 human resources post groups. The human resources director, manager and director of the company conducted in-depth interviews. Get first-hand information on business needs. At the same time, in order to ensure the number of samples, the author collected information on the recruitment of human resources management talents from 500 companies from Zhilian Recruitment Network. Through the analysis of first-hand data and second-hand data, it comprehensively and accurately sorts out the requirements, levels, standards and specifications of the enterprise's talent demand for human resources management. 1 Work experience, education and other requirements. Through in-depth research, it is found that 90.12% of the enterprise's talent demand for human resources management requires undergraduate and bachelor degree or above, 7.18% clearly requires graduate degree or above, and 2.7% need a specialist degree. The experience of the commissioner and assistant requires an average of one year. The average work experience of the supervisor or manager of each module of human resources is 3 years, and the average work experience of the human resources manager is 5 years. Nearly 100% of corporate positions are clearly required to be proficient in a variety of office software. 96% of companies require industry experience to take precedence. 2 professional ability requirements, 95% of corporate positions clearly require good verbal ability, 42% of corporate positions clearly require a certain written expression ability; 41% of enterprises require rigorous logical thinking ability; 99% of enterprises clearly Requires the business work of each module that requires skilled human resources. 3 professional quality requirements, 97% of the positions require careful and meticulous work, a sense of responsibility, dedication, and a good professional quality. 87% of job requirements require a good team spirit. 77% of corporate jobs require greater work pressure. It can be seen that most enterprises require that they have certain professional quality requirements for human resources management.

Evaluation and requirements of the corresponding graduates of the enterprise. The graduation evaluation of fresh graduates is the main basis for the adjustment of teaching management mode and teaching content. In view of the evaluation of the corresponding graduates of employers in recent years, most enterprises have questioned their job level, and they believe that the students lacked a sense of responsibility and work ability, and also showed poor adaptability to some of the larger work pressures. It is worth noting that as a talent manager of the enterprise, the practitioners of the human resources management profession need to have rich experience in the society and work experience, and even need to have a certain city, and these contents are obviously not easy for fresh graduates. It also puts forward higher requirements for the cultivation of talents in human resources majors in colleges and universities. Through in-depth interviews with the heads of human resources, managers and directors of 30 companies, the author understands that the overall view of the current graduates is that the current postgraduate work ability is poor, the professional quality is lacking, the speech summarizing ability is poor, and the lack of stability is urgent. . In fact, the professional position ability and the professional quality that graduates should have are equally important, such as having a sense of responsibility, dedication, care, patience, and ability to withstand greater work pressure, but these are extremely lacking for recent graduates, especially human resources. Each position of resource management has higher requirements for professional quality. At the same time, with the importance of the human resources department in the operation process of the whole enterprise, 95% of the enterprises believe that human resource management is the various departments of the service enterprise, so that the enterprise can form a synergy, and it is more necessary to be proficient in the business practice of each module of human resource

management. Industry talent.

3. The Status Quo of Human Resources Management Professionals Training in Undergraduate Colleges

The survey of human resources majors in various universities has learned about the current training of human resources management professionals in undergraduate colleges, and summarized the following points.

The talent training position is too high. The talent training objectives of a group of undergraduate human resources management majors in China are basically positioned to train senior professionals who can work in human resources management and development, teaching and scientific research in enterprises, institutions and government departments. The second and third batches of undergraduate colleges are also basically positioned to cultivate high-level applied human resource management talents.

The establishment of professional core courses is basically the same. At present, although there are certain differences in the curriculum of human resources management courses offered by universities in China, the core courses on human resources management are basically the same, and the corresponding courses are basically set up around the six modules of human resources. This kind of curriculum is not only difficult to handle. Out of the characteristics, and does not meet the development rules of the enterprise's demand for human resources management professionals.

The lack of curriculum develops the professional quality of students. In recent years, the employment ability and employment quality of college students have been paid more and more attention by universities, and have become an important criterion for the social evaluation of the success of college teaching. The professional quality of graduates is directly related to his life's achievements. Professional ability and professional knowledge are important, but to be successful in the workplace, the most important thing is professional quality. It can be said that excellent professional quality is the foundation of a person's career success, and it is the golden key for college students to enter the enterprise. Under the situation of college students' employment, the application-oriented undergraduate colleges should take the cultivation of college students' professional quality as one of the important tasks. The current colleges and universities attach importance to the cultivation of professional skills in the curriculum, ignoring the cultivation of college students' soft skills, but the enterprise is very important in the specific work of human resources management.

Practice teaching has not been put in place. First of all, the practical teaching system embodied in the human resources management profession is not perfect. Generally speaking, the current practice teaching refers to classroom practice teaching, skill training, comprehensive training, student trainee and internship within the teaching plan. Through the investigation of some undergraduate colleges, it is found that the practical teaching system adopted by most undergraduate colleges is mainly the learning of the training software in the school and the professional practice of the school-enterprise cooperation enterprise. Due to the characteristics of the human resources management profession, it is difficult for a company to arrange a large number of students to conduct professional practice learning. Therefore, it is difficult to achieve professional practice in off-campus cooperative enterprises. Secondly, there are some undergraduate college teachers who lack the design of practical teaching links. The curriculum and teaching mode are relatively simple. They pay attention to the teaching of theoretical courses and neglect the application of knowledge to the practical aspects of practical work, mainly because many instructors There is no relevant corporate work experience, and some colleges seem to pay attention to the practice of students, but only stay at the written level.

4. Research on the Training Mode of Human Resources Management Professionals in Applied Undergraduate Colleges

Talents who meet the needs of the company can fully reflect their value. At present, the

competition among enterprises is gradually shifting to the direction of talent competition. Talent orientation that meets the needs of the company can enhance students' comprehensive employment competitiveness, and it is also easier to help students integrate into practical work. Especially for applied undergraduate colleges, the human resources management profession itself is a professional type with strong application and technical skills. The practical ability of students and the experience of human resources management at the grassroots level are all requirements for enterprises to compete. In view of the current situation of the cultivation of applied undergraduate colleges, it is still necessary to strengthen targeted training and focus on the research of enterprise needs, so as to realize the strategic deployment of skilled talents training.

The setting and content design of professional courses has always been one of the contents of the application-oriented undergraduate college teaching staff. Since the construction of human resources management in China started late, the establishment of human resources management in colleges and universities has only begun in recent years. In the process of teaching, college teachers must optimize the professional curriculum, and must do the following specific tasks. . First, create a human resource competency model, based on which to build a curriculum system for human resources. Optimize cross-curricular courses, avoid duplication and unreasonable setting of professional courses, and emphasize the combination and overall connection of courses. Secondly, adding special courses in the curriculum, highlighting the employment advantages of students, thus helping students to take the initiative in employment, but also add stamina to the professional development of students. Finally, the professional quality education curriculum is indispensable. Through quality education, students can recognize their own values and responsibilities, carry out effective career planning, and maintain a high degree of consistency with the needs of enterprises.

A scientific and perfect practical teaching system requires students to connect knowledge and theory well by strengthening the design of classroom teaching and the creation of work situations. By signing high-standard labor agreements and practical cooperation agreements with enterprises, we will ensure that students receive corresponding services and training, implement the "teaching, learning, and doing" integrated teaching, and take advantage of the different education of enterprises and schools by means of school-enterprise cooperation. Environmental and educational resources, focusing on the development of students' professional quality, comprehensive ability and employment competitiveness. Through the combination of post practice and work-study, students are truly trained and trained in all aspects of ideological concepts, professional theories, professional skills, etc., to ensure the smooth and high-quality employment of students.

Adopt the "3+3+1" talent training mode. Due to the professional characteristics, there are many practical and artistic components that are difficult to achieve on campus alone. It should be given enough time and platform for students to practice, which is more conducive to the realization of application-oriented talent training goals. The human resources management profession is suitable to adopt the "3+3+1" talent training mode. The first "3" refers to the normal course study in the school; the second "3" refers to the main study in the school. In the three summer vacations of the year, there are steps to level the school-enterprise cooperative enterprises to carry out the most basic industry experience internships and vocational post skills practice learning; the last "1" is to work in the corresponding human resources positions of the enterprise, mainly engaged in human resources commissioners or The role of the assistant, so that if the student stays in the school-enterprise cooperation enterprise after graduation, he will be promoted at a faster speed. If he re-finitis after graduation, the graduates will be more competitive, not only rich in theoretical expertise. With industry knowledge and industry experience and grassroots human resource management experience, students have higher starting points, will adapt to work faster, and help enterprises to retain talents better. Practice has proved that 85% of students who are trained through the "3+3+1" talent training model are willing to stay in the school-enterprise cooperative enterprise after graduation. There are two reasons: First, through the three-year training of the school-enterprise cooperation enterprise, the enterprise The culture has penetrated into the depths of the students' minds and has a strong sense of belonging. Secondly, through this model, the students' professional post ability and professional quality are better. The grassroots exercise is basically finished during

the university training. Graduation Soon after, the middle management positions are generally consistent with the training of middle management talents in applied undergraduate colleges.

5. Conclusion

To sum up, the application of undergraduate colleges to carry out the human resources management professional talent training must be based on the objective needs of the enterprise and the actual post needs, accurate teaching positioning, by optimizing the professional curriculum and building a scientific and perfect practical teaching system, improve The professional level of students is a high-quality reserve talent for the development of China's economic construction with a wide professional base and strong vocational and technical application capabilities.

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