

A Probe into the Curriculum Reform of Human Resource Management Professional Performance Management Based on Career Competence

Guo Minyi

School of Management, Guizhou University of Commerce, Guiyang, Guizhou, 550014, China

email: 13765153252@163.com

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Abstract: Nowadays, enterprise management is becoming more and more prominent in the process of economic market development, and many universities and vocational colleges have opened special enterprise management or human resource management specialty, which has become the main trend of talent training by integrating this industry into the social demand. Moreover, learning human resource management can not only effectively control talents, but also undertake effective performance management to lay a solid foundation for personal development and enterprise construction. Based on the perspective of professional competence, this paper discusses the reform and development trend of human resource management professional performance management course.

1. Introduction

Most of the human resources management majors in colleges and universities have comprehensive characteristics, in addition to learning the methods of enterprise employment, the direction of management personnel, but also need to learn performance management, enterprise management and other aspects of knowledge. In particular, Performance Management has been incorporated into the core curriculum of the human resources profession. In the actual process of personnel training, professional teachers need to effectively infiltrate the rules of professional competence into students, so that they can effectively assume their own professional development responsibility, sum up work experience from daily study and practice, and then lay a solid and effective guarantee for the future employment development.

2. Occupational Competence and Its Model

2.1. Professional Competence

The concept of professional competence was first proposed by Harvard psychologist Michael McLean, who argues that professional competence is the unity of personal knowledge, skills, and motivation that organically combines work content, work performance, and other chores in life. At the same time, the professor also believes that professional competence can effectively change the concept and perception of professional cognitive ability in the past, and instead measure the mental state and work attitude of some people in a particular job, so as to analyze whether they have the enthusiasm to work and the sense of belonging and identity to work. Therefore, professional competence includes two important research directions: competence and psychology [1].



Figure 1 Occupational competency model

2.2. Model Analysis of Career Competence of Performance Managers

In the human resources management major of university or vocational college, the characteristics of the trained talents must have the professional application ability, the other is to have the effective practical comprehensive ability, only the two can fully meet the needs of the enterprise professionalization. At the same time, performance management as one of the core courses of human resources management, its curriculum system covers the knowledge, ability and accomplishment of many aspects of talent training requirements. Among them, to establish the teaching model in the aspect of knowledge requirement, it is necessary to master the theoretical knowledge, the process of performance management, the method and technology of performance appraisal, the model of manpower accomplishment and the relevant knowledge of psychology. In terms of quality and ability, it is necessary for talents to have good political and moral qualities, strong teamwork ability, integrity and care, strong pioneering consciousness and innovative ability, and be able to carry out the opinion programs assigned by the leaders effectively and quickly. Only with these abilities, qualities and skills can we become a qualified human resource manager[2].

3. Characteristics of Talent Demand for Human Resource Management and Current Teaching Situation

3.1. Characteristics of Talent Demand

According to the current statistics of our country's big data search engine and related human resources organizations, the employment trend of every professional in our country is every year, in which the employment channels of students majoring in human resources are diversified, and the employment ratio is relatively high, and it is still showing an upward trend every year. That is to say, with the gradual development of economy and society, the number of enterprises is increasing, and the demand for employment is gradually expanding, and each enterprise needs to hire more than one human resource manager to manage the employees within the enterprise and to evaluate the performance effectively. Based on this, the employment trend of students majoring in human resources management is clear. When examining the problems faced by students in the process of employment, we can find that the students of human resources management usually encounter similar problems in the interview, among which the five aspects of image temperament, personality characteristics, language and expression ability, professional knowledge and practical skills are the most important assessment contents. Professional knowledge and practical skills account for more than half. It can be seen that most enterprises pay great attention to the ability to hire talent, but there is also a need for emotional intelligence and image. In this context, universities or vocational colleges should promote the diversification of human resources management courses, expand the teaching channels of professional knowledge, prepare students with sufficient opportunities for language expression and actual combat, so that they can adapt to the society ahead of time, and have a clear plan and determination of their professional direction[3].

3.2. Problems Existing in the Current Course Reform of Performance Management in Human Resources Management

Due to the late development of China's economic market, many small and micro enterprises are

in the early stage of establishment or transformation, and the demand for human resource management talents has just entered its heyday. That is to say, the time of offering human resource management major in colleges and universities in our country is short, and the comprehensive application of performance management course is just beginning, some teaching contents, teaching methods and practical cases are relatively not standardized, and need to be enriched and summarized constantly. However, according to the current teaching situation, the author also summed up some problems: first of all, some colleges and universities in the establishment of human resources management professional, talent training goals are convergent, that is to say, the analysis of vocational competence is insufficient, the current situation of social enterprise development and the current situation of talent demand is not enough, the lack of a clear hierarchical summary of the curriculum is not conducive to the implementation of personalized teaching means. Secondly, there is the phenomenon of generalization in the process of implementation of performance management reform, and there is no clear subdivision of different types of enterprises and cases in different production fields, which leads to the strong consistency of students' thinking orientation and career trends. Finally, there is a gap between the study of theoretical knowledge and the summary of practice. Colleges and universities do not provide professional and centralized training bases for students majoring in human resources, ignoring the importance of on-site teaching and the summary of actual combat experience, resulting in unsatisfactory teaching results.

4. The Reform Strategy of Professional Performance Management Based on Professional Competence

4.1. Effectively Set the Key Points for Teaching Reform and Clarify the Teaching Objectives of the Curriculum

Whether it is an undergraduate college or a vocational college, the purpose of establishing a human resource management major is to train social innovative talents, so its specialty and curriculum objectives should be the same. In this context and under the policy requirements, professional teachers and university administrators need to make clear the importance of cultivating students' professional competence, and adjust the content of professional courses and the reform of performance management courses according to the economic market and the needs of enterprises. That is to say, on the basis of guiding students to master theoretical knowledge, they should be proficient in the operation skills of various human resources management, and make students master the optimization methods of performance plan, the technology of performance implementation and feedback, and optimize their professional ability and professional accomplishment in all directions, so as to carry out seamless docking in the post in the future[4].



Figure 2 Human resources management

4.2. Effectively Design the Teaching Contents and Adjust the Teaching Planning Appropriately

In order to improve the training effect of human resource management professionals, the teaching content covered by the performance management course should fully reflect the

application and practicality of the exhibition industry. That is, teachers should constantly adjust the teaching content and teaching tasks according to the changing talent demand form and policy requirements of the society, and make the classified teaching policy according to the individualized practical needs of different enterprises. For example, the performance management of processing enterprises should start from the simple workload of personnel, and the performance management of sales enterprises should start from the sales volume of goods, while some financial and economic enterprises, management enterprises and media industries should make classified performance management plans according to the needs of enterprises to meet the needs of individualized development of enterprises. These content teachers should disassemble and subdivide the students, set up more effective and detailed teaching tasks, on the one hand, broaden the students' vision, on the other hand, they should also take updating the teaching content as the guide to refine the talent training program.

4.3. Creating Diverse Curriculum Situations and Adopting Rich Teaching Methods

The teaching content of the performance management course, in addition to the comprehensive penetration of theoretical knowledge, also needs to create a variety of teaching situations for students, so that students can have a clear understanding and planning of their own professional competence. Based on this, teachers can choose some typical performance management schemes in some enterprises to explain to students, or according to the real performance management situation of enterprises, let students simulate human resources managers to solve and optimize all kinds of problems in various situations, so as to strengthen students' practical comprehensive ability. In addition, the choice of methods is also very important, teachers can guide students to choose their own reference book for autonomous learning, can use online classroom to conduct one-to-one or one-to-many online communication with students, so that students can get a real understanding of human resources management in cooperative learning, so that students can apply these ideas and values to practical work in the future, learn to get along with others effectively, and then choose directions for future career planning.



Figure 3 Process of enterprise performance management

5. Conclusion

Based on the professional competence of human resources management, performance management curriculum reform is the key. In the course of course revision and reform, teachers and colleges are required to focus on analyzing the current situation of enterprise's demand for talents and the trend of policy development, formulate practical and targeted teaching objectives and teaching plans, adopt diversified methods to strengthen students' human resource management ability and performance management practical operation ability, and then provide continuous talent reserve for the development of society.

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