

Analysis on the Ways to Realize High Performance Human Resource Management in Private Colleges and Universities

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Abstract: The high-performance human resources management system can improve the role of the organization competitive in private colleges and universities. In order to ensure the quickly realize of private colleges and universities high-performance management system, through the study of its feature structures as well as other private colleges and universities performance management content and method, it shows that the high performance human resource management system is in the five contents to achieve consistency, including organizational structure, design tasks, information systems, compensation systems and employee training and system, to ensure that employees' job performance, work enthusiasm and initiative. For the private colleges and universities development process, because the market competition intensifies unceasingly, private colleges and universities want to maintain a strong competitive situation, it is necessary to make human resources management highly effective operation, at the same time to innovate mechanism and thinking mode for the entire human resources management in the private colleges and universities, to promote the rapid growth of private colleges and universities and employees.

1. Introduction

Due to the development of economic globalization and the constant change and technology updates of private colleges and universities management mode, it causes ongoing management activities within the adjustment. Especially in the rapid development of network technology and the connotation development of private colleges and universities from quantity to quality, many private colleges and universities redeploy their personnel. As the private colleges and universities core sector's human resources management departments must also follow the development of the times to improve it. Namely, the combined management affairs of their own and the entire private colleges and universities management, increasing staff the working initiative and improving work efficiency, to compose the high performance management model.

2. Research on high-performance human resource management system

In the process of private colleges and universities strategic target realization, human resource has become the private colleges and universities competitiveness core means. Human resource management practice, strategy and working system for private colleges and universities's performance will have a great effect. For human resource management practices, the initial study focuses on organizational performance results and impact. However, with the times continuous development and social competitiveness continued to increase, private colleges and universities continue to highlight the human resource management's strategic intention and its coordination. Especially now constantly presented study of high performance human resource management work system, further shows that the importance of the human resource management work. And the study presented high performance work system will be combine with human resources structure and realize and the information technology. At present, the high performance human resource work system is shown in Table 1 and Figure 1.

Table 1 Content analysis of high-performance human resource management system

High performance human resource management content categories	High-performance system work items	Applied frequency
Performance incentive	Pay Incentives	42
	Establish salary grade regime	19
	Private colleges and universities internal promotion mechanism	15
	Performance evaluation system	7
Staff training	Learning training	30
Information exchange and sharing	Resource sharing	8
	Information exchange	6
Staff participation	Work team	9
	Staff participation	17
	Flexible regime	7
Other	Employee career planning	11
	Occupational safety education	6

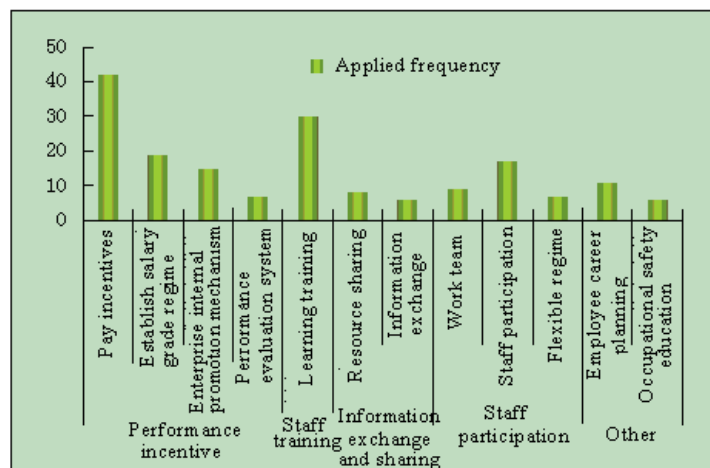


Fig 1 High-performance human resource management system content proportion chart

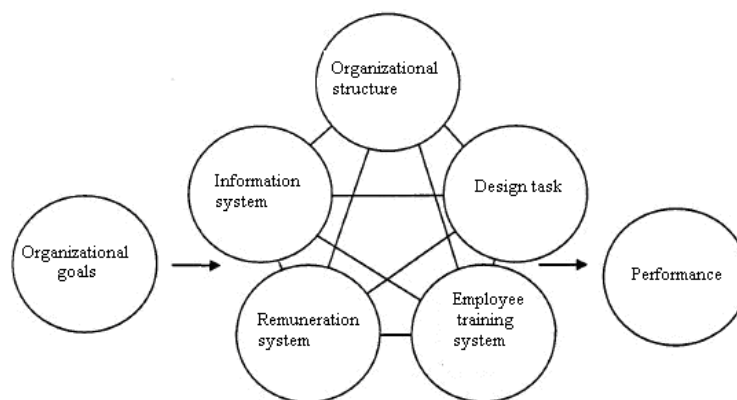


Fig.2 High-performance human resource management system composition

At the same time, high performance human resource management system includes five contents: structure, design, information system, salary system and staff training and system, etc. In the organizational structure, it needs clear division, cooperation and communication between staff. High performance management system requirements within the organization need to encourage each other, collaborative learning and continuous improvement. Design task description is on employee job clarity, requires of designing effective tasks, which can efficiently and reach a higher

level. Among these five elements, the staff is the most important, and it is the entire performance system of core key, and needs to strengthen the personnel training and staff for organization's mandate to match. The information system includes the information sharing and communication mode of. The five elements form a performance overall for the private colleges and universities organizational structure high performance human resource management to provide a favorable support. The system is shown in Figure 2.

3. Characteristic of private colleges and universities efficient human resource management system

In order to clear the efficient human resource management system specific features, and further analyzed of the core content, including training development in the management process, performance incentives, etc. To this end, through interviews, questionnaires and other forms to access high-performance human resources management system and the role of management information, and analysis of the high performance human resource management system' feature.

According to the above analysis of high performance human resource management elements includes five categories: personnel factors, salary reward, etc. Therefore, putting forward the private colleges and universities high performance human resources work system feature structure hypothesis:

Assuming A: high performance management practice composition system: identification system, staff training development, performance incentives, authorized to participate in, the information exchange etc.

Assuming B: according to the high performance work demand express" ability - participation - complete target" model can be divided into strengthen staff work reward, providing employee involvement, strengthen the technical ability training.

Through the 14 private colleges and universities to carry about human resource management activities of detailed interviews and survey, and interview results to build the coding table, and calculate encoding the degree of consistency. The same time, through the encoded content to carry content analysis, it can be seen that the managing content application level's frequency. Obtained coding results are shown in Table 2 and Figure 3.

Table 2 High-performance human resource management system encoded data table

High Performance Human Resource Management Work Category	Degree of Coding Consistent	Frequency Proportion of %
Distinguish	0.92	24.4
Workers Training & Development	0.85	36.1
Performance Incentives	0.94	15.5
Authorized to Participate	0.86	10.2
Information Exchange and Sharing	0.82	13.8

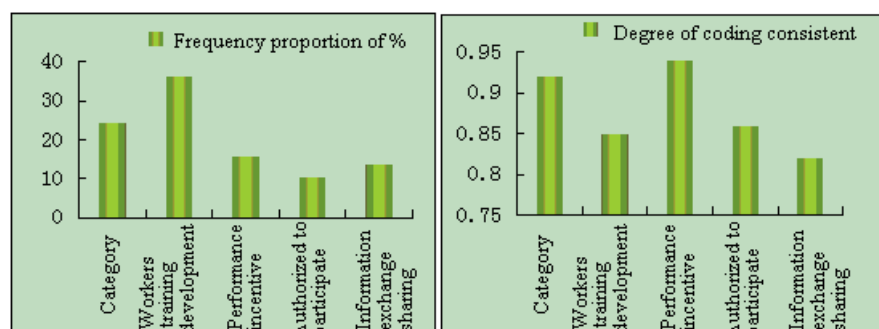


Fig.3 the encoding consistency degree and frequency comparison chart of high-performance human resource management system

It can be seen that the interview basically contains the various practice content in the private

colleges and universities human resource management. Basically, assume A, the five have been verified, including staff training development as well as performance incentives and discrimination, which are a higher degree of importance. In addition, the private colleges and universities standardization and standardized management is also an important feature of high-performance human resources management system, which helps improve the overall management of the private colleges and universities's own technical level. Analysis derived from the specific content of the practice management angle, information systems play an important role in the high performance human resource management, and develop quickly.

Many private colleges and universities introduce the private colleges and universities internal information network system to carry staff information exchange and sharing of resources, to promote the employees learning initiative, and to enhance staff work capacity. Therefore, obtained through interview research, high performance private colleges and universities human resources management's prominent features can reflect its high-performance human resource management system role.

4. Particular pathway analysis on the effective management of the high performance human resources

4.1 Building private colleges and universities interior of the correct guiding thought

Human resource management is people-oriented as the core of the management of private colleges and universities, carrying forward the traditional Confucian culture, attaching great importance to the importance of people. Today, people-oriented still can be used as the corporate of culture core and value orientation. Private colleges and universities should realize the values as a guide, to humanized management standardize employee behavior thinking. At the same time, to mobilize the staff's working enthusiasm, initiative and creativity.

Along with a new era of scientific development, also need to seek truth from facts, to follow the scientific outlook on development to guide the humanized management. During this period, establishing an effective private colleges and universities incentive mechanism, playing the motivation of enthusiasm staff role for high performance human resource management work is very important. Therefore it is necessary to do the following:

(1) Establishing a reasonable private colleges and universities interior various levels of staff salary and reward standard, and corresponding formulation the suitable for private colleges and universities to the long-term development of salary bonus plan , on this basis, and constantly improving incentive system, and on the basis of long-term plans to offer employees salary and bonus, but also has a certain binding;

(2)The employees are in the company's growth process, according to the different types of employees as well as the direction of private colleges and universities development to establish the staff adapting corresponding occupation skill training. At the same time, in favor of the private colleges and universities's long-term development under the background, giving full play to private colleges and universities employees' advantages, mining their work ability as well as potential.

4.2 Strengthening the function training for the internal staff

Function training of the internal staffs is conducive to the dissemination and application of corporate values and spirit, but also helps to improve the internal management leadership management ability and skill level, and can help achieve private colleges and universities strategic development goals. There are two main steps in the training of employees:

(1) Training private colleges and universities management. For an private colleges and universities, personal qualities of the management have a direct role in high performance human resource management process. Managers must have advanced political thought, as well as sense of responsibility for the private colleges and universities work, the spirit of innovation and professionalism. At the same time, enhance the work ethic of the leadership team.

(2)Strengthening staff training education, namely the targeted training trainers for the occupation

development planning, skilling, innovation and other aspects; At the same time, in order to perfect the training mechanism, doing the training mission and private colleges and universities long-term development to adapt, to ensure that training work rational institutionalization and standardization; Combining various training, depending on different working conditions to conduct the short-term, semi-full-time and full-time training; Strengthening the culture of innovation, namely according to their own characteristics to conduct the management innovation, mechanism innovation, learning innovation and so on.

4.3 Building a high performance human resource management information

Information technology refers to the private colleges and universities human resources management using information technology to solve management, mainly through the private colleges and universities information, employee self-service system, automatic information processing and information sharing to improve work efficiency. And through the construction of high-tech information system can standardize the management, to improve private colleges and universities work efficiency.

5. Conclusion

Since the emergence of private colleges and universities, private colleges and managers have been studying higher human resource performance management. Especially in recent years, the research preparation of high performance human resource management system in private colleges and universities has become the focus of private colleges and universities investors. In order to better manage, develop, utilize and allocate human resources, many private colleges and universities have many innovations in the research and application of high performance management. The understanding of the characteristic structure of high performance work system is becoming more and more profound. To this end, through interviews and questionnaires conducted in private colleges and universities, the characteristics of high-performance human resources management in private colleges and universities are analyzed, and their effective impact on the management of private colleges and universities is analyzed. Through the content technology analysis of interviews and questionnaires, this paper finds out the way to achieve high performance human resources management, and further provides guidance for private colleges and universities in human resources management.

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