Research on the Innovation of Human Resources Management in Colleges and Universities under the Background of New Era

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Keywords: Human Resource Management, Colleges and Universities, New Era

Abstract. With the change of the times and the improvement of the scientific level, the traditional human resource management methods can not meet the existing needs in the new era. Only by innovating boldly and constantly changing the management methods, can the universities inject new vitality. Only through the innovation of human resources management can the work enthusiasm of colleges and universities be stimulated, can the strategic objectives of colleges and universities be realized and developed in a better direction. Firstly, this paper analyses the current situation of human resources and the shortcomings of human resources management in Colleges and Universities under the background of the new era, chooses a university as a survey sample, carries out a questionnaire survey on the Faculty of a university, and combines with the background of the new era, studies the innovation of human resources management.

1 Introduction

The purpose of human resource management in Colleges and universities is to improve its efficiency and efficiency. On the premise of the tasks of schools and the law of talent development, scientific methods and principles are adopted to plan and organize personnel at all levels in schools, and some personnel relations are coordinated and guided.In modern society, colleges and universities bear the key responsibility of training talents, innovative knowledge and serving the society. The effect of human resources management will affect the cultivation of high-quality talents in our country. Therefore, colleges and universities need to constantly realize the value of human resources management in innovative ways, to cultivate excellent talents with high comprehensive quality.

The functions of human resources management include the employment, allocation, salary rewards and punishments, training and welfare of staff, etc. It involves a very complex content. Therefore, good human resources management can greatly improve work efficiency, but also make human resources management become the focus of research. For example, in April 2016, Lin Ye and Li Yanping conducted a two-stage survey of 211 employees from two enterprises in Wuhan. Based on the theory of planned behavior, this paper explored the influence mechanism of high commitment human resource management system on employees'self-and team-oriented behavior, and the difference of the influence mechanism [1]. In May 2017, Xinan, Li Yuming, Peng Jianfeng and Ma Haigang found that the management of big data human resources has changed qualitatively on the basis of information human resources management, and that big data human resources management can bring competitive advantages to organizations [2]. In August 2019, Wang Yan carried out relevant research and Discussion on the characteristics of Internet thinking and the specific strategies and advantages of the new thinking of human resources management in the Internet era[3].

Universities generally refer to higher education institutions for citizens, referring to comprehensive institutions of higher education that provide teaching and research conditions and authorize the award of degrees.Colleges and universities are the cradle of nurturing talents, and various research on Colleges and universities has been emerging one after another.For example, in

March 2016, Lu Peng and Li Wei studied the historical basis and development direction of big data mining and decision analysis system in college libraries from the historical evolution and application value of big data, and designed the characteristics based on university libraries. Architecture model and business analysis process, and explore the application of the system in the personalized service of university libraries [4]. In March 2017, on the basis of in-depth analysis of the characteristics of college oil painting teaching, Cai Huizhen elaborated on the practice and thinking of color teaching in detail, hoping to play a positive role in improving the quality of oil painting teaching in colleges and universities [5]. In August 2019, Chen Wei and Mao Lamei first discussed the impact of artificial intelligence on the accounting industry, analyzed the current situation of talent training programs in colleges and universities, and then explored the specific adjustment measures for talent training programs in universities[6].

2 Current Situation of Human Resources in the New Era

2.1 The Disappearance of the Demographic Dividend. At present, the population growth rate of our country is declining, which makes the labor force population of our country decrease. It can be said that the population dividend of our country has disappeared nowadays, which has the following effects on the human resources of enterprises: firstly, the labor cost rises due to the decrease of the labor force population; secondly, the comprehensive level of labor force rises. It makes it difficult to recruit grass-roots workers; thirdly, it accelerates the ageing of employees because of the difficulty of rapidly adding new labor force to the work; fourthly, the number of employers and choices has increased, which makes the mobility of employees increase and the phenomenon of job-hopping continue.

2.2 Application of Artificial Intelligence Technology in Work. Artificial intelligence technology is a new industry developed in recent years. Artificial intelligence technology is widely used in enterprises, especially in labor-intensive enterprises. Because only input corresponding programs in the work, artificial intelligence technology can work endlessly without rest, and the error rate is very low, which makes the use of human resources in enterprises become less.

2.3 The Impact of Sino-US Trade War on Human Resources. As the United States is the world's largest economy and the world's first importer, many enterprises have trade relations with the United States. Since 2009, the United States has begun to implement tariff barriers to China. In recent years, it has raised tariffs for various reasons, prohibited the sale of Chinese goods in the United States and other ways, and opened in early 2018. The trade dispute between the two countries began [8-10]. For example, in 2018, China Huawei Group is in close cooperation with ZTE Group. As a result of trade disputes between the two countries, ZTE Group has become a "victim" of the dispute. Tens of thousands of employees suddenly lost their jobs, and grass-roots employees are difficult to survive, which has brought great impact on the human resources market.

3 Defects of Human Resource Management in Colleges and Universities

3.1 Lack of Scientific Evaluation and Assessment System. Performance appraisal is a professional and technical part of human resources management, and it is also a very challenging work in the innovation of human resources management in Colleges and universities. In the actual development of this field, there are many shortcomings. Firstly, the criteria of performance appraisal in Colleges and universities are very single, and they are not detailed. There are some problems about the criteria of performance appraisal, such as generality and ambiguity. Secondly, the lack of flexibility in the direction of assessment, more reliance on quantitative results, prompted faculty members to form a sense of digital assessment. In addition, in the process of performance appraisal, the relevant personnel lack sufficient communication, and the whole staff can participate in the appraisal process to bring into play the value of performance appraisal. No matter how the appraisal criteria and means are, it is difficult for a single department to effectively implement the performance appraisal activity. Finally, the evaluation of the results of performance appraisal is very important. It can promote the continuous improvement of this program, which is the reference

basis for improving the ability of faculty and staff. However, some universities put the performance appraisal structure on the shelf, and the decision-making is still based on subjective judgment.

3.2 Lack of Innovative Understanding of Human Resources Management. Under the in-depth reform of the modern economic system, new methods of human resource management have emerged continuously, and gradually infiltrated into universities. Many colleges and universities have begun to attach importance to the transformation of human resource management, and have developed innovative development strategies for human resource management. However, traditional human resource management ideas and models are difficult to change at one time, and their influence is relatively large. Due to this traditional management thinking, some colleges lack understanding of human resources management, and it is difficult to comprehensively, professionally and deeply understand modern human resources. The concept of resource management has affected the daily work of the university on talent allocation and talent development. The overall human resource management cannot be improved and optimized because of the lack of innovative ideas, and the level of management does not match the modern human resource management philosophy.

3.3 The Level of Human Resource Informatization Management is Weak.Information technology has been applied in various industries in modern society, effectively improving the efficiency of management. The use of information technology is one of the key ways to achieve innovation and reform. However, the foundation of information construction in human resources management in Colleges and universities is not strong. On the one hand, the traditional personnel department has gradually evolved into the human resources management department of colleges and universities through continuous development, so the original human resources management personnel do not have a certain skill reserve in informationization, and lack of experience. On the other hand, the current speed of information technology updating is very fast, and the speed of learning and training in Colleges and universities is difficult to achieve a consistent state. Relevant staff can not grasp and make full use of innovative technology in human resources management in a short time. In addition, in the construction of human resources management informationization, colleges and universities lack sufficient attention and financial support, which reduces the efficiency of personnel department management. In view of the information construction, it is only temporary use and lacks long-term planning, so it does not play a strong role in personnel information processing and information sharing.

4 Data Sources

In order to fully understand the actual situation of human resources in private colleges and universities in Jilin Province, 251 questionnaires of fuzzy comprehensive evaluation were distributed to the faculty and staff of various departments and colleges of a university among many colleges and universities. By synthesizing the questionnaire data, the results of the performance evaluation of human resources management in a university are shown in Table 1.

Table 1 Comprehensive Evaluation Table of Human Resource Management Performance in a University

Evaluation Objectives	Comprehensive Evaluation Score
Human Resource Management Performance of a University	3.0402
Grade of Evaluation	Value
Excellent	5
Good	4
Secondary	3
Poor	2
Range	1
Criteria Layer	Mean value
Strategic Functions of Human Resources Management	3.4766
Business Functions of Human Resources Management	2.7683
Human Resource Management Effectiveness	3.3852
Index Layer	Mean value
Human Resource Strategy and Planning	3.5
Organizational Change	3.3
Cultural Strategic Management	3.5
Institutional Settings	3.7
Policy Formulation And Implementation	2.8
Salary and Benefits	2.9
Employee Relations Management	3.6
Talents and Teachers 'Team Building	3.4
performance Appraisal	2.4
Personnel Management System And Personnel Archives Management	2.9
Post Setting and Employment Management	2.7
School Leadership Satisfaction	4.1
Staff Feelings	3.4
Staff Satisfaction	3.1
Participation and Communication	3.6

5 Results and Discuss

As can be seen from the above table, the total score of human resources management performance of a university is 3.0402, which indicates that its human resources management level is at a medium level, and there are still many areas to be improved. Although a university has made remarkable achievements strategically, its achievements in business functions are still not ideal. The scores of post setting and employment management, performance appraisal, salary and welfare, policy formulation and implementation, personnel management system and personnel file management were all below 3 points. In the interview, the most prominent problem reflected by the faculty is the unreasonable performance appraisal and performance pay scheme. On the one hand, because the school has been implementing the annual assessment system and post allowance payment system

before, equalitarianism color is more prominent, in principle, the implementation of a high policy. The annual appraisal is only linked to the salary in the thirteenth month, which has little significance and effect, and basically takes the form and goes through the motions. Post allowance is only differentiated in different titles and positions, but there is no difference in allowance distribution between teachers and staff with the same title and position.This single, lack of incentive mechanism of the salary system allows staff to think that more work is less than one kind, coupled with the title evaluation and employment of the "lifelong system" and assessment of the mere form, which makes the staff in the work of inertia, slowly began to become accustomed to such a single salary system. Therefore, for the sudden trial of fixed salary by post, merit pay performance pay scheme scorn. In addition, the school-wide post setting and appointment has not been implemented since 2011, which makes it more difficult to implement performance pay. A performance pay system can not make all faculty members feel fair, it will certainly make some people's interests lose.This part of the faculty and staff will be psychologically unbalanced. This requires the human resources management workers to find out the problems of the current performance-based pay system as soon as possible and adjust and improve them. At the same time, in the early stage of the system trial, we must explain and communicate well. Unbalanced faculty and staff can eliminate resistance, find problems from themselves, and improve work performance.In addition, a university has a very low score in the personnel management system and personnel file management. That's because the school has not yet developed or purchased a personal management system software that suits itself. The faculty and staff information records only the faculty and staff information form in the form of excel, which is very inconvenient for updating and maintaining the information, and the table only reflects some basic information of the faculty and staff, and cannot fully reflect the resume of each person. Happening. Without the establishment of the database, the information in the table cannot be used safely. For the most basic information such as "three-in-one calendar", it takes manpower to go through the archives every time, sometimes for different tasks. The information of the faculty and staff may be checked more than once, because there is no way to input information into the system. When the information is needed, it has to be repeated, which is time-consuming and labor-intensive, which greatly reduces the performance of human resource management. Through interviews, there are many irregularities in the management of personnel files in the school. For example, the separation of people files and the untimely filing are not repeated here. A university's performance in the human resource management effect dimension is close to good, as shown in Figure 1.
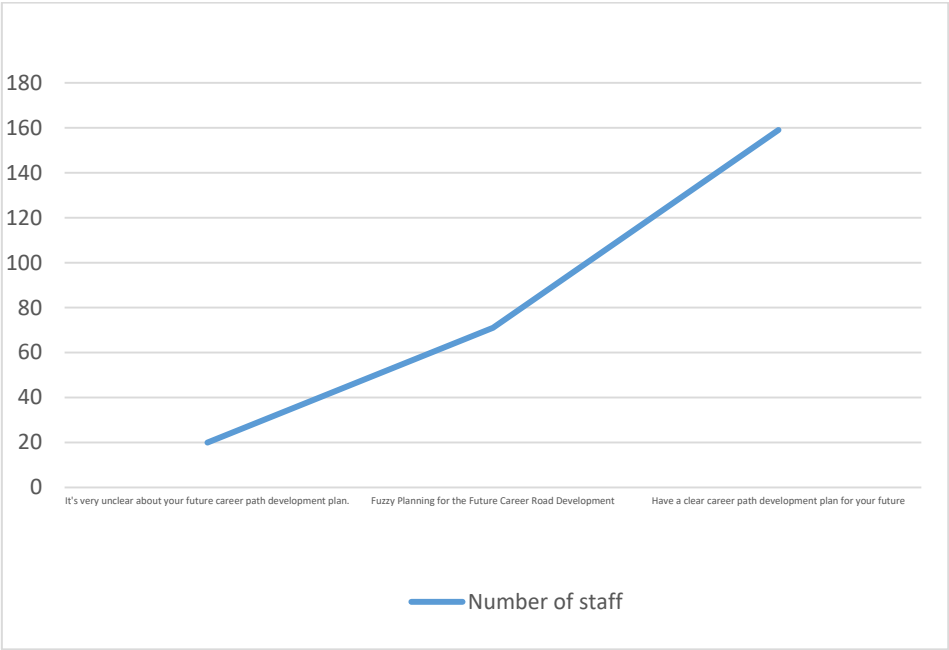

Fig 1.   Faculty and staff planning for their future career paths

Through interviews with several school leaders, the overall satisfaction is higher. Through visiting and investigating some faculty members in the school, the faculty members generally accept the various personnel systems of the school, have a clear plan for their future career development, and have a high degree of recognition of their jobs.

6 Conclusion

Talents construction is very important in the development of colleges and universities, and the degree of its aggregation can fully reflect the strength of colleges and universities. Therefore, strengthening the management of human resources is of great significance to the training of talents in Colleges and universities. At present, the development of talents is changing to a diversified direction, and the strengthening of human resources management in Colleges and universities necessarily needs innovation. Only by innovation can human resources management in Colleges and universities conform to social development and improve the quality of management and its competitiveness.

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