

Research on the Human Resource Management of the Local Application University

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Abstract. How to adapt to the construction goal of colleges and universities in the new period, strengthen the strategic management of human resources, and construct applied teaching staff are the important tasks to carry out the strategy of "new engineering subjects" and promote the construction of modern universities. Based on the particularity of talent introduction and human resource management in application-oriented universities, this paper analyzes the predicament of human resource management in colleges and universities, from optimizing the allocation of human resources and reforming the mechanism of performance evaluation. In order to put forward some effective suggestions on innovation of human resources management, this paper discusses the perfection of incentive system and so on.

Keywords: human resource management, talent introduction, applied universities, new engineering construction, management reform.

1. Introduction

The object of human resource management in colleges and universities has remarkable particularity, the whole level of knowledge is high, the ability of innovation is strong, the comprehensive quality is high, and the influence of society is great. At the same time, it is an urgent desire to pursue autonomy, individualization and diversification. The work of human resources management should integrate teachers' own advantages, systematically and comprehensively integrate the construction of teaching staff into the overall development plan of colleges and universities, and strengthen the scientific management and allocation through the establishment and perfection of human resources system. To form the competitive advantage of the strategic development resources of colleges and universities. "speeding up the construction of applied universities and applied disciplines in the world" is a new requirement for higher education under the new situation of economic and social transformation and leap-over development in China. The historical turning point of the country from the big country of higher education to the great power of higher education. As the main force, teachers are the core factors to improve the quality of talents training, scientific research, social service, cultural inheritance and so on in colleges and universities [1]. The application-oriented teaching staff needs a scientific and scientific human resource management system. We will speed up the reform of the personnel system, establish a scientific and rational human resources management system, break down the institutional and institutional barriers that bind the development of talents, liberate and enhance the vitality of talents, and form a management mechanism with international competitiveness. It is a solid foundation for colleges and universities to strengthen endogenous motivation and build vitality, and to improve core competitiveness of colleges and universities.

2. Problems in Human Resource Management in Application-oriented Colleges and Universities

At present, the allocation and development mechanism of human resources in colleges and universities is not perfect, which needs to be optimized. On the one hand, the allocation rate of human resources is low, and the allocation and use of existing posts are unreasonable and unbalanced. The lack of discipline leading personnel and high-level innovation teams, the proportion of general professional and technical personnel is too large; excellent managers and management teams are

insufficient, ordinary managers are overstaffed; there are general problems in professional title structure, academic qualifications structure and internationalization. These phenomena lead to the huge waste of human resources and become the basic reason of hindering the development of the connotation type of colleges and universities, and weaken the competitiveness of colleges and universities to a great extent. In addition, due to the system and historical reasons, the reasonable personnel mobility and withdrawal mechanism is not perfect, far from forming an effective human resources management model of "can enter and output, can be up and down". On the other hand, the human resource development mechanism also exists unreasonable situation. Good and orderly talent introduction and training is the fundamental driving force for the sustainable and stable development of colleges and universities. In today's increasingly fierce competition for talents, colleges and universities have not yet fully established to adapt to international talents. Competitive management system and talent environment lack of strong forward-looking and long-term strategic planning in talent introduction and training. There is uncertainty in the orientation of talents in colleges and universities. It is very difficult to form scientific research heights because of the uncertainty in the orientation of talents and the excessive pursuit of academic qualifications and hats when introduced.[2].

On the basis of combining the strategic goal of university development with the goal of teachers' professional development, the evaluation of teachers' performance in colleges and universities is to formulate a reasonable and effective plan for teachers' professional development, and to educate and teach teachers. Based on the objective description and reasonable evaluation of the actual work achievements of scientific research and social services, the professional performance evaluation feedback is provided for the teachers in colleges and universities. Performance evaluation is a scientific, complete, fair and fair system assessment process, and the construction of a reasonable assessment index system is an important factor to ensure the enthusiasm of teachers in colleges and universities and stimulate creativity. It plays an important role in the growth and development of teachers.

At present, the performance evaluation standards of university teachers narrow the content of teachers' work, which is mainly based on quantitative indexes. The evaluation results are one-sided, and it is difficult to give consideration to both process and outcome evaluation. First, the evaluation index is single, paying too much attention to the quantitative results. Based solely on the indexes of papers, works, projects, patents, class hours and so on, we have not paid enough attention to the subjective position of teachers in the performance evaluation, and ignored the idea of human-oriented education management, and we have not paid enough attention to the subjective position of teachers in the performance evaluation. It is difficult to meet the needs of the development of multi-type teachers' professional ability; Second, the convergence of evaluation criteria, lack of pertinence, cannot fully reflect the differences of disciplines and specialties, and often make the performance evaluation of teachers fail to reach the pre-estimate [3]. Third, paying too much attention to the outcome evaluation cannot fully reflect the high investment and the diversity of labor results in the process of teachers' performance; Fourth, the time limit of performance evaluation, ignoring the long-term nature of teaching and scientific research work, complexity and the lag of labor results, it is difficult to evaluate the practical value and benefits of teachers' labor output in the assessment cycle; Fifthly, the use of performance evaluation results is one-sided, generally linked to the promotion of teachers' professional titles, rewards and punishments, and one-sided emphasis on the material incentive effect of the assessment results, ignoring the assessment as a discovery, training, use and management of the vast number of teachers. To find out the problems of teaching and scientific research in schools, and to promote the standardization of school management.

At present, in the aspects of carrying out human resource incentive mechanism, promoting teaching, scientific research and improving the level of social service quality, colleges and universities also have the phenomenon of lack of incentive means, lack of scientific and systematic measures. The incentive measures in colleges and universities focus on material rather than humanistic feelings, cannot be targeted to encourage all kinds of teachers, and generally lack of people-oriented management concept. The incentive mode of market mechanism is lacking. Under

the market economy system, the market mechanism has an important influence on the flow of talents. First, the design of the current salary system in colleges and universities lacks the flexible factors that tend to be market-oriented; second, the incentive means is single, often with subsidies and teaching. Scientific research reward and other inherent means to achieve the incentive objectives, to a certain extent lead to college teaching and scientific research tends to become utilitarian, but not a good combination of the promotion of teachers' personal ability and value of the spiritual level of incentive factors; Thirdly, the motivation mode is lack of pertinence, the demand of teachers in each level and career stage is not the same, and colleges and universities have not yet established a multi-cross incentive system; Fourth, the discontinuity and time limitation of motivation have different motivational effects for teachers in different disciplines and development stages, which makes it difficult to achieve sustainable motivational effects.

3. The Innovation of Human Resource Management Mode in Application-oriented Colleges and Universities

In the construction process of "new engineering subject", colleges and universities should attach importance to the concept of "people-oriented", establish an effective talent introduction mechanism and talent cultivation mechanism, and optimize the allocation and development of human resources. Pay attention to the ability and achievement of talents, give full play to the leading role of talents in the introduction and training, abandon the only education, only the one-sided evaluation standard of hat, realize the quality improvement and structure optimization of the teacher team as a whole. In addition, colleges and universities should broaden the international vision, attach importance to the introduction of overseas talents, carry out scientific allocation and effective management of all kinds of international talents, and implement a more active, more open and more effective talent introduction policy. At the same time, schools should be further improved to improve the quality and level of teachers' human resources management, to optimize the effect of human resources management in colleges and universities.

The establishment of a scientific and reasonable performance evaluation mechanism should be guided by the current trend of social development, based on the strategic objectives of colleges and universities under the background of the construction of new engineering subjects, improve the evaluation criteria, innovate evaluation methods, and overcome only academic qualifications and qualifications. Thesis-only tendency to create a good atmosphere for the growth of talents. The first is to adopt the method of combining the appointment period with the year and pay attention to the design of the evaluation index of the combination of qualitative and quantitative analysis, and follow the law of teaching and scientific research. Follow different Typ the rule of talent growth and development, the scientific and reasonable setting of evaluation cycle, the emphasis on process evaluation and outcome evaluation, short-term evaluation and long-term evaluation, to overcome the tendency of too frequent evaluation and assessment [4]. We should give prominence to the medium- and long-term goal orientation, appropriately extend the evaluation and assessment cycle of basic research talents and young talents, and encourage continuous research and long-term accumulation; Secondly, we should strengthen the classification evaluation, set up the classification evaluation standard in accordance with the law of development, and innovate the classification and assessment method for teachers of different disciplines, types and levels. Establish an industry evaluation mechanism based on peer expert review, and regard innovative and iconic academic achievements as important evaluations According to, highlight the market evaluation, emphasize the social evaluation, pay attention to the actual contribution and the performance level; Third, we should further carry out the evaluation method of combining the two levels of schools and colleges, vigorously promote the second-level management model of colleges and universities, and decentralize the colleges in terms of assessment, professional title assessment, annual assessment, and team building, and so on. To strengthen the self-development ability of the college under the guidance of the macro-planning of the school; Fourth, strengthen the feedback and application of the evaluation results, take the evaluation results as an effective way to discover, train excellent talents, and find problems, improve

the level of teaching and scientific research, give full play to the effective function of the evaluation mechanism, and manage them well.

It is necessary to strengthen the national strategy of "new engineering subject" and implement the overall layout of "new engineering subject" in order to perfect the incentive mechanism of colleges and universities. In order to establish a pluralistic and effective talent incentive mechanism, we should follow the principles of fairness, justice and seeking truth from facts, and urge universities and teachers to set up a scientific concept of development and a correct view of achievement, so as to stimulate teachers' enthusiasm and creativity in their work. First, establish the incentive model of market mechanism. A reasonable competitive market-oriented incentive mechanism is helpful to attract outstanding talents, retain talents, improve the level of teachers, and enhance the comprehensive strength of the school. At the same time, targeted incentive measures are implemented for teachers in different positions, different disciplines, and professional development stages. In addition, we should further reform the management system of scientific research funds, explore the use of funds management methods which fully reflect the value and characteristics of talent innovation, and carry out the funds audit mode which is conducive to talents innovation. Third, strengthen the spiritual level of motivation, actively expand the strategy of upgrading channels. As a propagator of knowledge, the teacher has the typical characteristics of intellectuals have a higher pursuit at the spiritual level.

4. Summary

In the construction of new engineering courses, the introduction of talents and the management of human resources are at the core of local applied universities. It is necessary to reform the mechanism of the introduction of existing talents and the management of human resources. In the various stages of teachers' professional development and teaching, scientific research, reasonable competitive market-oriented incentive mechanism, pay attention to qualitative and quantitative combination of evaluation index design is conducive to attract excellent talent, retain talent, So that local colleges and universities through the construction of new engineering into a high-level applied university.

References

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