

# Research on teacher Management in Human Resource Management in Colleges and Universities

Tong Mei

Jiangxi Vocational Technical College Of Industry & Trade, Jiangxi, Nanchang, 330038

**key words:** Human Resource Management; College Teachers; performance Appraisal

**Abstract:** Since the present stage, with the development of society and the progress of economy, education and teaching in our country are also constantly reforming and innovating, and colleges and universities in our country have also begun to expand enrollment, and the personnel management system has begun to take shape gradually. This paper mainly focuses on the analysis and discussion of teacher management in human resources management in colleges and universities.

## 1. Development of China's education industry

### 1.1 Current Situation of Human Resource Management for Teachers in Colleges and Universities.

At present, the level of education and teaching in our country has indeed been significantly improved, and human resources in colleges and universities have been paid more and more attention. through the integration of human resources in colleges and universities, other resources in colleges and universities can also be reasonably applied. However, because there are still many factors that will hinder the development of colleges and universities, human resources in colleges and universities still need to be reformed. The reform of human resources in colleges and universities is of great significance not only to the development of colleges and universities, but also to the level of human resources management in colleges and universities. At the same time, because the level of human resources in colleges and universities is not reasonable enough, the existing problems also affect the education and teaching. Effect.

### 1.2 relationship between development personnel training and use

By deeply analyzing the present situation of the development of education industry in our country, we can find that there are still many problems in the management of human resources in colleges and universities in our country, which is because there are still many contradictions between the development and cultivation of talents in the management of human resources in colleges and universities in our country. Colleges and universities in our country have always attached great importance to the introduction of foreign talents, on the one hand, because the internal talents of colleges and universities are not sufficient, on the other hand, colleges and universities do not pay enough attention to the internal talents. However, colleges and universities should actively make use of talents, mobilize the enthusiasm of talents, so that the role of talents can be brought into full play, and because of the lack of attention to colleges and universities, many talents have been buried, and the ability of talents has not been obtained. to the full play, and this has a great influence on the teachers, at the same time, in the process of introducing the talents in the university, there is also a need to devote a lot of energy and money to the university, and the investment of the funds and the energy can lead to a lot of losses in colleges and universities, Therefore, colleges and universities should be dedicated to the development and development of internal talents.

### 1.3 the relationship between the quantity and quality of teachers' talents

Generally speaking, in the process of human resource management of university teachers, the educational institutions of colleges and universities should ensure the quantity and quality of talents, and analyze the relationship between the quantity of talents and the quality of talents. At the same time, according to the results of the analysis and the present situation of the development of

colleges and universities, the effective standards of the quantity of talents should be formulated. The quality of talents is more important than the quantity of talents. Colleges and universities should improve the number of talents on the basis of ensuring the quality of talents. Moreover, university teachers should pay more attention to scientific research and improve the teaching efficiency and teaching quality of each major. There is also competition among the education industries. Colleges and universities should actively promote, actively develop, and compete in the competition. Get a place.

**1.4 The incentive system of college teachers is unreasonable.**

In order to improve the working enthusiasm of the university teachers, the university must develop the incentive system in a reasonable way, and through the reasonable incentive system, the full play of the full potential of the university teachers can be played, and the teaching quality of the university teachers is promoted, which is one of the aims of the reform of the human resource management of the university. Through the reform of the talent resources, the quality of the talent of the university is improved. At the present stage, the main incentive method is divided into the material motivation and the spiritual encouragement, both of which can play an effective incentive role to some extent, but because the application of these two methods is different, and there is a difference in essence, in the application, It should also be combined with the teachers' needs Only by choosing a reasonable incentive mode can the enthusiasm of teachers be fully mobilized. If the enthusiasm of teachers is not enough, then the teaching quality will inevitably be affected, and if the enthusiasm of teachers is sufficient, the teaching quality can naturally be guaranteed.

**2. Countermeasures to improve the construction of teachers'team.**

<b>Countermeasures for improving the Construction of Teachers</b>			
Putting people first and setting up the concept of Human Resource Management	Implement the performance appraisal mechanism of human resources in colleges and universities.	Strengthen the Incentive and Implement the Incentive Compensation System	Optimizing management mechanism
From the aspects of rational allocation and optimization, improving quality and strengthening ability, we will promote the construction of teaching staff.	maximize individual potential and create optimal job performance.	The position of efficient salary system in incentive system is basic and indispensable.	It is necessary to establish the management concept of "people-oriented" and put the work of giving full play to teachers' own value in the first place.

**2.1 People-oriented, and set up the concept of human resource management**

In the management of human resources in colleges and universities, teachers should be the main body, emphasizing the realization of teachers' self-value, because the strength of teachers is the core competitiveness of colleges and universities, and colleges and universities should do a good job in the construction of talent team, stimulate teachers' enthusiasm for education, so that teachers can contribute more power to the development of education and teaching. At the same time, colleges and universities should also improve the human resources system, carry out human resources planning around the teaching objectives, and improve the ability and quality of teachers from all aspects.

## **2.2 Implement the evaluation mechanism of human resource performance in colleges and universities**

Human potential needs to be stimulated. In the absence of stimulation, people can only give full play to less than 20% of their ability, and if they get good incentive, they can play about 80%. Therefore, we can also see the importance of establishing talent incentive mechanism, only by establishing a good talent incentive mechanism, can we develop the potential of talents. In school management, it is also necessary to establish incentive mechanism, and talent incentive also belongs to the content of human resource development and management. Through incentive, people can have a strong desire to work and create performance to the greatest extent.

## **2.3 Strengthen incentive and implement incentive pay system.**

in human resource management, motivation is a very important and key part, because that reasonable incentive can stimulate the work enthusiasm of the staff, and also enable the staff to work more actively, therefore, in the human resource management of the university, it is necessary to pay attention to the cultivation of the talents, It is also important to pay attention to the motivation of the staff, and only the incentive can make the development and growth of the staff, and the effective incentive means is the most basic incentive means, and the work enthusiasm of the teachers can be greatly improved through the compensation incentive. The university should perfect the salary incentive system, and combine the teachers' pay and the teacher's ability assessment. In order to make a great contribution to the development of the university, the university should give a certain reward to the teachers who make great contributions to the development of the university.

## **2.4 Management mechanism of optimization**

The university must make clear the people-oriented management idea, because only people-oriented, can the human potential be all excited, therefore, the university should pay attention to the individual value of the teacher, bring the personal value of the teacher to the maximum, and create a good campus environment, The teacher can work in a harmonious working atmosphere and create more possibilities for the development of the university. As the university also begins to face the market, there is a very fierce competition between the university and the university, so the leadership of the university also begins to pay attention to the human resource, pay attention to the training relationship between the talents and the talents, and the school should be a teacher for the teachers to carry out the research work better The teacher can create a better scientific research environment, and can also be convenient for teachers to train young people.

## **3. Conclusion**

Colleges and universities are not only the base of talent training, but also the frontier of management, so colleges and universities should pay attention to talent training and management. In the aspect of human resources management, colleges and universities can learn from the market and learn the concept of human resources management of excellent enterprises in the market, and at the same time, they should constantly innovate the human resources management system of colleges and universities, because only in this way can we promote the development of education and teaching in colleges and universities.

## **References**

- [1] The application strategy of human resource management in the evaluation and evaluation system of university teachers[J]. Wu Xiaoli. Science and technology economy guide.2019 (10)
- [2] Research on the innovation of human resource management model of non-governmental university teachers[J]. Luo Zhengye. A comparative study on cultural innovation. (07)
- [3] the innovation of human resource management of university teachers from the perspective of core competence [J]. Zhang Ai. Education and Teaching Forum 2019 (04)
- [4] the present situation and adjustment countermeasures of human resources management for

- senior teachers [J]. Yang Linlin. Guide to Science and Education. 2018 (06)
- [5] A study on the problems and Countermeasures in Human Resource Management in Private Colleges and Universities in Jilin Province [J]. Wu Chunlei. Changchun University of Technology. 2018 (06)
- [6] Research on the construction of human resource management system for teachers in colleges and universities [J]. Yao Yingjun. Science and technology outlook 2016 (01)
- [7] Research on the innovation and strategy of human resource management mode of university teachers [J]. Liu Lin. China training 2016 (03)