

Research on Academic Human Resources Management in Universities

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Abstract—Academic human resources in universities is the core of a university human resources. In this paper, it mainly focuses on researching the concept and characteristics of academic human resources management in universities by using the method of contrast from five aspects which is an innovation in analyzing problems of academic human resources management compared with previous researches. Through analyzing, it draws the conclusion that for the quality enhancement of higher education and healthy development of universities, we should enforce cooperation and sharing in academic teams by several of methods.

Keywords—universities; academic human resources; management; research

I. INTRODUCTION

The human capital theory in economics has fully proved that human resources are an important source of economic growth. People-oriented modern social theory of value tells us that human resources are an important factor of social harmony and progress. To establish well with the characteristics of the modern university system, it is necessary to strengthen the teacher ranks. As colleges and universities of the most important human resources, high-level teachers are the core elements of the school and we must strengthen the teacher ranks as the top priority of the university work. Obviously, the university human resources issues are related to the important issues to improve the quality of higher education and the construction of the modern university system, it is necessary to conduct in-depth study and exploration

II. CONNOTATION OF ACADEMIC HUMAN RESOURCES

Institutions of higher learning in the 21st century, from the margins of society toward the center of the community, play an increasingly significant contribution to economic development and social progress through personnel training, scientific research and social services and other functions. And prosperity of the country and welfare of the people are becoming increasingly closer. For universities, because of their organizational characteristics and talented people to both the

quantity and quality of human resources, have a distinct advantage compared with other social organizations. How to play good advantage of the college human resources to achieve the desired effect of the university human resources management has become an important aspect to achieve a sustained and healthy development of higher education, which is also one of the core content of the reform of higher education. In recent years, universities have begun to gradually establish the concept of human resources development and management to try to change the old management model to explore the teachers' appointment system and performance-related payment system that meet the development requirements in line with modern society, which has achieved great success. The arrival of knowledge economy prompts universities to face new changes. On one hand, universities should firmly grasp the main connotation of the university human resources and the basic characteristics. On the other hand, universities should have a profound understanding of the development of new trends environment, in order to be able to better respond to and resolve the new changes and contradictions of the university human resources management.

Under the existing circumstances, university human resources can be divided into five categories: teaching and research staff, managers, staff, personnel of subsidiary department and retired personnel. If the students are one part of university human resources, it will become six major categories. In this one, teaching and research staff and management staff are the main body and play a major role in the operation of the university organization. Foreign universities and domestic universities are common in such a situation: some teaching and research staff in universities will also assume management responsibilities, served as department head, dean or principal duties, in other words, some scholars also served as a management and leadership positions, so they have a dual role. They play the role of teaching and research and should be classified as a teaching and research staff. Accordingly, the university human resources can be divided into academic human resources, administrative human resources, services and subsidiary of human resources and student of human resources. The university's academic human

resources should be simply engaged in teaching and research staff and some managers assume certain teaching and research responsibilities. We should have scientific understanding of the basic features of academic human resources, through policy and system reformation and the improvement of management level, and we should fully mobilize enthusiasm, initiative and creativity of academic human resources to exploit its full potential into the reality of human capital strength and competitiveness that is directly related to the effectiveness and success or failure of university human resources management. Academic human resources have the characteristics of both general human resources and own characteristics of “teaching and research” staff in university organizations. Combined with the concept and meaning of human resources, academic staff and teaching researchers also investigate the reality status of universities, and summarize the concept of academic human resources and it should include the following five point connotation: First, the main body of academic human resources is engaged in teaching and research universities, both simply engaged in teaching and research staff and personnel training, including the personnel engaged in academic research and technology development, including part of its management and leadership to bear the aforementioned two. Academic human resources and other human resources are the same as human capital is one of the elements of economic growth and social contribution to the development. In other words, development and use of academic human resources are to bring the exact economic and social benefits. Modern university is not only educational institutions but also the academic institutions, academic human resources is not only teaching, but at the same time scholarly creative activities such as scientific research, not only to explore new knowledge, and heritage and create a culture, intellectual activity, combined with the necessary physical activity. Academic human resources not only have value as a human resource, but also as universities to play to its functions carrier. When conducting teaching, research and social services create new value. Academic human resources by level of education in society are as a whole population living in the location of the top of the pyramid. On one hand, it reflects the objective needs due to their own organizational development, on the other hand, labor and output will affect the educated and social people’s ideas in order to educate citizens and influence the important role of ideology.

III. THE MAIN CHARACTERISTICS OF ACADEMIC HUMAN RESOURCES IN UNIVERSITIES

A. *Highly Intellectual and Creative*

Academic responsibilities and characteristics of human resources determine the basic characteristics of the academic human resources. Academic human resources locates in imparting higher knowledge, training senior personnel to explore the profound knowledge and engage in R&D of high end technology, which requires its own first received good education and academic training to undertake this important task. Therefore, the level of education of the university human resources shows higher than the properties of the other social organizations. With high intellectual, academic human resources will tend to have existing knowledge and skills to

assimilate and improve until the re-creation, which casts its creative temperament.

B. *Subjectivity and Independence*

Academic Human Resources are engaged in the academic profession is a relatively independent and free profession. When they are engaged in teaching and educating and scientific research work, it is often of personal independence or they lead the completion of a job. Meanwhile, in his own work, they use their own ideas, knowledge and methods to engage in creative activities and tend to have more free choices. At the same time, they continue to strengthen and update their own knowledge and skills, master higher academic ability of the career required to take this to the frontiers of knowledge to teach students and continue to spur their own and students in their efforts to discover the unknown and to explore new knowledge.

C. *Professional and Scholarly*

Teachers’ Law states: “Teachers are the professionals to fulfill the responsibilities of education and teaching.” The work of academic human resources tends to focus on a particular area of the humanities and social sciences or natural sciences and engages in technical exploration and research. These staff must have a long-time accumulation of knowledge and academic training to become a particular area of expertise. For example, the basic eligibility requirements of the new recruits teachers in colleges and universities in Beijing in the past two years has risen as having a PhD degree in certain professional field or postdoctoral research experience, which is a concrete manifestation of academic human resources professional and academic requirements.

D. *Scarcity and Mobility*

In academic human resources, the value of human capital is high, so it is a scarce resource. At the same time, academic human resources have a strong liquidity. On one hand, due to its scarcity, academic human resources compete for talent goals not only in universities, but also in other industries and organizations. Academic human resources, even if faithful to their career, in most cases as a rational agent of the pursuit of profit maximization, they must tend to flow to the better areas to display their talent. On the other hand, the personnel system of the existing universities in China does not deal with the healthy balance of stability and mobility in university human resources. Academic human resources pay levels are generally lower than that of in market, which objectively exacerbates the universities talents to flow to other industries.

E. *Comprehensiveness and Career*

The professional activities of university human resources is more complicated as to develop human resources and engage in scientific research and other activities to complete the realization of their value. At the same time, their words and deeds have a direct impact on students and others ideas and moral qualities, So, academic human resources is of not only high level of business, but also the moral standards of high quality comprehensive talent. Based on this, the results of the work and achievements of academic human resources is both

the pursuit of their career and in terms of the state and society and their work is a career of the country.

IV. HUMAN RESOURCE MANAGEMENT IN ACADEMIC

A. *Science and Innovation of Spirit Scarcity*

Academic human resources in large part lacks of religious dedication and innovative spirit. Ancient intellectuals were more concentrated in the care of humanities and social sciences and lacked of interest in the exploration of the natural sciences. Therefore, the invention of study and summary of the mathematics, physics, agriculture, natural sciences that ancestors created, does not affect the history of the world's major achievements. But related to the ancestors' culture, it does seem to be very poor in areas of politics, ideas and beliefs of tireless exploration and voluminous writings. Throughout history, traditional culture of scientific exploration of the spirit of innovation seems to be rather less, especially in developing countries. Many countries due to domestic and international political instability and the impact of national and traditional culture further reduce the innovative thinking and creative activity, survival and development of soil. Lack of the spirit of scientific innovation in the life of the masses and the social production has also been a greater negative impact as the most innovative active academic human resources.

B. *Official Standard disputes "commercial" troubled*

Traditional idea of "he who excels in study can follow an official career" has remained in the values and ideals of the intellectuals. Academic human resource management is facing the same problem: the outstanding scholars are always faced with the choice of academic and administrative. China suffering from the disease denounced the university administration and the problem can be seen in the shadow of the official standard. For academic human resource management, it constitutes no small challenge. At the same time, the commercial age in the academic professional staff, professional and technical upgrade's priority is economic benefits in the first place; there are also a certain degree of antagonism and contradiction. Official position and commercialization of the reality of the impact of the academic human resources are plagued by their value choices to its objectives and role ambiguity and conflict, and shaken by their simple truth and academic pursuits.

V. ACADEMIC HUMAN RESOURCE MANAGEMENT RESPONSES

A. *The "non-administrative" in Universities*

To the non-administrative of both academic and human resource management is an urgent requirement to build the proper meaning of the title of the modern university system. The non-administrative is a management tool for administration and only universities are to achieve organizational goals, a management model and management methods. The non-administrative to the government on the university management, guidance and supervision of the orbit back is to follow the law of education, overcome the school administration and the management and improve the universities' academic power to free growth and development

of space, with due respect and protection, which is able to fully play its due role. The government should fully implement the role of standard setting, supervision and evaluation to proceed to develop appropriate policies, laws and regulations. The full application of the financial and legal means to achieve the purpose of the management colleges and universities is to further increase the normative and legal system.

B. *To Improve the Salary and Non-commercialization*

Most of the university academic human resources pay more attention to the salary rather than personal growth opportunities compared with other industries, the situation of higher education in developed countries. The income level of the academic human resources will be an important indicator of the concern. Therefore, for developing countries, many people must raise revenue to improve the basic living conditions, which is seriously deviated from the value of its human capital. For non-commercialization, we must make great efforts to improve the income levels of college teachers, and significant improvement in the treatment position of the university teachers to enhance their economic status in the society members. On this basis, the system is designed to consolidate the social status of the university academic career, increasing its appeal and the conduct of the norms and constraints of the academic profession, and to put an end to abandon the academic career aspirations bent on engaging in commercial profit-making activities.

C. *Construction of a More Scientific Personnel System and the Performance Appraisal System*

Human resource management in Academic performance evaluation of scientific rationality is further improved. On one hand, it should design more scientific and comprehensive teachers evaluation system, that is to say, the results of the professional titles should deal with the problem of quality and quantity and at the same time, as the main body of the teaching and educating, the education effect in the evaluation is a considerable proportion in the system. On the other hand, to further improve the performance of appraisal mechanism is to fully mobilize the academic human resources in the enthusiasm and initiative of the academic career. On this basis, the selection of a comprehensive and outstanding performance of academic human resources, after a scientific and rational assessment by building personnel system, is giving preferential treatment of the "tenure" to protect them from the engagement of academic profession environment without worries.

VI. CONCLUSION

Generally speaking, according to the concrete sharing needs and cooperation goals of academic human resources management of a certain university, we can construct cooperation and sharing team, in which human resources sharing team can be formed. Once it is formed, the team will follow the nature of the academic human resources management in university and we should try to achieve the optimization of configuration through the design of human resources sharing organization and obey the rules of it so as to realize success in academic field.

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