

# Research on the Training Mode of New Quality Talents of Human Resource Management Major in Higher Vocational Colleges Based on the Demand of New Quality Productivity



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**Abstract:** The development of new quality productivity is booming, and higher vocational colleges to meet the needs of economic and social development of high-quality, talent training are moving towards digital intelligence, integration, and innovation. This article analyzes the new requirements put forward by the development of new quality productivity for human resource management majors in higher vocational colleges and points out the problems existing in the current talent training mode. It also puts forward reforming the education system, building an innovative platform, perfecting the policy system, promoting the integration of practical teaching and quality education and other talent cultivation mode construction paths, and is committed to cultivating high-quality talents with both innovative spirit and practical ability. These approaches help to promote the deep integration of higher vocational education and new quality productivity, and provide a reliable talent guarantee for social and economic development.

**Keywords:** new quality productivity, higher vocational colleges, human resource management, talent development mode, practice teaching

## 1. Introduction

New quality productivity is a new and advanced mode of productivity. It takes innovation as its main driving force with the distinctive features of high technology, high efficiency and high quality, and plays an extremely important role in promoting the high-quality development of the economy and society. With the continuous development of new quality productivity, it becomes increasingly important to cultivate modern human resources with excellent quality and reasonable structure, and it becomes an absolute trend for the development of the trade to optimize the allocation and improve the utilization efficiency of human resources. Higher vocational colleges have always been an important platform for

training professional talents, and play an indispensable role in the training of human resource management professionals. Therefore, it is necessary to explore a set of innovative human resource management professional talent training modes for higher vocational colleges under the great demand for new quality productivity.

## 2. The Current Condition of Human Resource Management Majors in Higher Vocational Colleges

In recent years, the human resource management profession in higher vocational colleges in China has been developing in an excellent trend as a whole. Each college is positively exploring, seeking innovation, constantly exploring the

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optimization of talent training mode, improve the quality of teaching. As enterprises attach importance to human resource management, the demand for relevant employment is also rising, which undoubtedly gives the development of human resource management in higher vocational colleges a shot of "power", pushing it to move forward quickly. For example, Guiyang Vocational and Technical College through the "Dual-plus" development, significantly enhanced the professional brand advantage and talent training mode, becoming the provincial "Dual-plus" college with high-quality development of the model. Hubei Science And Technology College, through the implementation of the "three-double strategy", the construction of the "government, school, industry and enterprise" cooperative education model, strengthen the cooperation between schools and enterprises, and effectively improve the practical ability of students and the quality of employment. These institutions have successfully trained and delivered to the industry a great amount of high-quality talents who have both practical experience and comprehensive theoretical knowledge. Moreover, their experiences provide a useful reference for the construction and development of human resource management programs in other higher vocational colleges across China.

### **3. The New Requirements of New Quality Productivity for the Human Resource Management Major in Higher Vocational Colleges**

#### **3.1 Development of modern human resources**

With the characteristics of high technology, high efficiency and high quality, the new quality productivity is silently but profoundly changing the production mode and industrial structure of society (Shi & Wang, 2023). In this context, college education emphasizes the cultivation of students' innovative thinking and creative ability, and the traditional method of teaching in a step-by-step mode needs to be changed. In the teaching process of human resource management in higher vocational colleges, in addition to teaching theories and methods,

it is also necessary to stimulate students' innovative awareness. The current market environment is changing too fast, and the needs of enterprises are also various, only allowing students to have the ability to innovate, they can adapt to the environment and change at will. The development of new quality productivity has motivated the growing application of high-precision technology and combination and superposition technology in the field of human resource management. This requires that higher vocational institutions renew their teaching content in a timely and efficient way, and introduce the latest scientific and technological achievements and management tools into the classroom, such as artificial intelligence, big data analysis, cloud computing and these advanced technologies. This will help students to apply modern technology to improve the efficiency of human resource management while mastering basic management skills. In addition, the new quality productivity also requires that students majoring in human resource management are multiple-knowledge talents. For example, students need to understand the content of economics, psychology, law, and other related disciplines based on specialized knowledge. At the same time, communication and coordination skills and teamwork spirit are also necessary skills to deal with complex human resource management problems in future practice. In addition, the demand for moral literacy and social responsibility of talents has also been raised to a higher level. When training students, higher vocational colleges need to take into account the training of their professional ethics, so that students have a sense of integrity and recognize the social responsibility they undertake (Su, 2024). In this way, when students enter the workplace, they will uphold the principles of fairness and impartiality, and contribute to the enterprise and society practically.

#### **3.2 Optimization of human resources allocation**

As the speed of progress of science and technology is advancing increasingly quickly, the market changes are also changing rapidly. The requirements of new quality productivity for human

resource management majors in higher vocational colleges in optimizing human resource allocation extend from training students' ability to the innovation of education concepts and teaching mode. This also points out a new direction for the cultivation of talents in human resource management majors of higher vocational colleges, i.e., to enhance students' ability to optimize the allocation of human resources. The new quality of productivity especially highlights innovation and creativity, which means that enterprises have to quickly adjust the allocation of human resources according to the market demand at any time. Therefore, human resource management talents should have a sensitive market awareness, be able to monitor and respond to changes in the market, and flexibly adjust their human resource allocation strategies. Moreover, the enterprise under the new quality productivity, the talent structure is more and more diversified, different fields, different jobs need a variety of talents (Zhang, Zheng & Huang, 2024). This requires higher vocational colleges to enrich students' knowledge and enhance their interdisciplinary and cross-field abilities in the teaching process, so that students can easily be qualified for diversified human resource allocation work in the future. Furthermore, the new quality productivity is also very important to the efficient use of human resources, which requires talents to use modern technology to optimize the allocation of human resources, such as the use of big data, artificial intelligence for talent hiring, training, performance evaluation and other work to improve the efficiency and accuracy of human resource management.

#### **4. The Problems of Human Resource Management Professional Training Modes in Higher Vocational Colleges**

##### **4.1 Lack of relationship between theoretical knowledge and industry needs**

In the human resource management professional training mode of higher vocational colleges, some higher vocational colleges focus too highly on the teaching of theoretical knowledge when setting up

the programs, but do not take into consideration the requirements for human resource management skills in the actual management of enterprises in the process of practice. This has caused a great gap between the knowledge and skills that students learn in school and what they need in the workplace. When students enroll in enterprises after graduation, it often takes them a long time to adapt to the working environment. This situation restricts the further development of human resource management majors in higher vocational colleges, and also has a great impact on the job competitiveness of students. Therefore, higher vocational colleges need to adjust the talent training mode, strengthen the cooperation with enterprises, make the teaching content and market demand closely integrated, and train those high-quality human resource management talents who master both theory and practice.

##### **4.2 Lack of adaptation of teaching methods**

In the process of training human resource management professionals, most higher vocational colleges and universities are still following the traditional teaching mode, in the process of teaching the teacher is full of irrigation, students passive absorption, and little interaction in the classroom. This teaching method does not take students as the main body of learning, consumes students' interest and initiative in learning, and makes it difficult to cultivate innovative thinking and practical ability. Moreover, the teaching content and form under this mode are unchanging, which can't keep up with the fast-changing rhythm of the market, resulting in a serious disconnect between students' knowledge and skills and practical application. Therefore, higher vocational colleges and universities must reform their teaching methods, face up to the subjectivity of students' learning, and introduce more rich, diverse and flexible teaching methods. This will make students more positively participate in learning, improve their practical ability, and train high-quality talents following market demand (Chen, Ma & Huang, 2024).

##### **4.3 Insufficient practical teaching**

At present, some colleges attach importance to

theoretical knowledge teaching and neglect the importance of practical teaching; due to the lack of resources, students rarely have the opportunity to participate in practical activities during school time, and there is a lack of knowledge that can not be utilized in the actual work. The lack of practice opportunities will directly affect the effectiveness of the cultivation of students' practical ability, which in turn will affect their future career development. Therefore, higher vocational colleges need to pay attention to the practical teaching process, through cooperation with enterprises, the construction of training bases and other ways, to create more opportunities for students to practice, to enhance their practical ability and professionalism, so as to better meet the market demand, and to train high-quality human resource management talents that enterprises really need.

## **5. The Path to Build a New Quality Talent Training Pattern**

### **5.1 Reforming the education mechanism to train innovative talents**

When the human resource management speciality of higher vocational colleges is constructing the talent cultivation mode, reforming the education structure is an essential part of the process to cultivate innovative talents. In the past, the education concept of only focusing on knowledge inculcation was out of time, and now the focus should be changed to the cultivation of students' abilities, especially the shaping of innovative thinking and practical ability. In terms of program design, it is necessary to change the problem of isolation of various disciplines, break down the "barrier" between disciplines, and carry out interdisciplinary and cross-field programs. For example, the integration of human resource management with psychology and information technology-related courses, so that students can access more comprehensive and cutting-edge knowledge, and form a set of curriculum mechanisms that can adapt to the development of society and the needs of students themselves. In terms of practical

teaching, the teaching design needs to increase the proportion of experiments, practical training and internships, so that students can do more practical work and master the knowledge and skills in practical exercises. Schools can work closely with enterprises to carry out industry-university research programs. Higher vocational colleges can develop "project-oriented courses" in conjunction with enterprises, and introduce the actual projects being done by enterprises into classroom teaching (Wang, Shi & Chen, 2025). By completing these projects, students can not only improve teamwork ability, but also encourage innovative thinking and find unique solutions when encountering practical problems. In terms of evaluation, evaluating students also can't just focus on test scores. In addition to exams, the new evaluation system can also incorporate project evaluation, work evaluation and process evaluation. This will enable a more comprehensive and objective assessment of students' learning achievements and innovation ability, and discover the flashpoints of each student. The development of teachers should also not be neglected. Higher vocational colleges should improve the teacher recruitment process to attract more excellent talents to join the teaching team. For in-service teachers, it is necessary to organize regular training to improve their professionalism and teaching ability. In order to enhance the enthusiasm for teachers' transformation, incentive mechanisms can be designed to encourage teachers to actively participate in teaching reform and innovative practices, and bring new teaching concepts and methods to the classroom. Through these measures, human resource management majors in higher vocational colleges can cultivate more innovative talents that meet the needs of the times.

### **5.2 Create a platform for innovation and improve practical ability**

For human resource management majors in higher vocational colleges, it is an important part of the construction of talent cultivation mode to build an innovative platform and improve students' practical ability. In the aspect of on-campus practical training base development, the school needs to set up human

resources training room, with advanced human resources software, prepare all kinds of related materials and instruments and equipment, and simulate as much as possible the real work scene of the enterprise (Zhao, Huang & Zhang, 2025). Students in such an environment can carry out simulation software operation of various modes of human resources, and their practical operation ability can be trained as a matter of course. School-industry cooperation is also very crucial. Schools should establish a close partnership with enterprises to jointly develop practical projects. Students can enter the enterprise internship, and participate in the daily work of human resource management, so that a more intuitive understanding of the market in reality what kind of talent, but also their knowledge learned in school to the actual work, to find their own shortcomings, and make up for the shortcomings in a timely way. Higher vocational institutions can also organize students to participate in innovative competitions and practice activities. For example, in the recruitment simulation, students can simulate the roles of recruiters and applicants to experience the recruitment process and skills; or in the enterprise compensation design case analysis competition, students can analyze real cases, design compensation plans and improve their professional ability. These activities not only make students more interested in learning, but also practice practical skills and innovative thinking in the competitions and activities. If possible, schools can also set up innovation laboratories or research centers to provide students with a platform that integrates scientific research, practice and innovation. Students are encouraged to participate in research projects, and in the process of project research, they can cultivate their research ability and innovative spirit, laying a strong basis for their future career development.

### **5.3 Improve the policy framework and activate the innovation vitality**

Improving the policy framework is crucial for the human resource management specialty of higher vocational colleges to build the talent cultivation mode and activate the innovation vitality. Schools

can formulate a series of preferential policies to attract and encourage outstanding talents to engage in the study and research of human resource management majors (Su, 2024). For example, a special fund can be set up to provide students with start-up funds to reduce their economic pressure in the process of study and research, so that they will be more motivated to explore new knowledge and carry out innovative research. Increasing financial investment is also essential. Higher vocational colleges should allocate more funds to the human resource management major to better the teaching environment. Advanced teaching equipment and software can be purchased, and high-level practical training bases can be built to create a better learning environment for students. By learning and practising in a well environment, students' practical ability and innovation ability can also be better improved. It is equally important to establish a comprehensive incentive mechanism. For students and teachers who have achieved outstanding results in the field of human resource management, schools should give awards. After receiving the rewards, students will have more enthusiasm for innovation and will be more active in exploring new knowledge and methods in their study and research; teachers will be more willing to work on teaching reforms and guiding students in innovative practices after being encouraged. Intellectual property protection should not be overlooked. Schools should increase their investment in this area, develop a sound intellectual property protection system, and provide professional intellectual property counseling and services to teachers and students. In this way, the innovative achievements of teachers and students can be protected, and they will be more motivated to carry out innovation.

### **5.4 Strengthen the integration of practical teaching and quality education**

Strengthening the integration of practical teaching and quality education is an important way to improve the quality of human resource management professional training in higher vocational colleges. First of all, Perfect the practice teaching system,

build a set of practice teaching programs set that are compatible with theoretical teaching, and formulate a clearly defined standard of practice teaching, to ensure the quality of practice teaching. Secondly, according to the different needs of students, set up multiple levels of practice teaching models, such as basic practice, professional practice and innovative practice, so that each student can benefit from practice (Ma, 2025). Again, the construction of teachers is also important. Schools should improve the teacher's professionalism in practical teaching, either by training existing teachers to improve their practical ability, or by importing excellent talents from enterprises to enrich the teaching team, to create a team of "dual-teacher" teachers who are both good at theory and good at practice. Teachers are also encouraged to go to industrial practice to accumulate more practical experience, so that they can share the actual cases and experiences with students when teaching. Teachers should be innovative in the way of practical teaching. Don't be stuck in the traditional teaching methods, you can use case studies, scenario simulations, group discussions, role play and other diversified forms. For example, when teaching human resources training courses, let students simulate trainers and trainees through role-playing, which can make students understand the training process and skills more deeply. Finally, the evaluation system should be improved. Establish a set of scientific-practical teaching evaluation and assessment mechanisms to comprehensively evaluate the process and results of practical teaching. By incorporating the results of practical teaching into the comprehensive evaluation system of students, students will participate more actively in practical teaching to improve their comprehensive results. Schools can also carry out practice teaching evaluation activities to recognize teachers and students with outstanding performance and stimulate their innovative vitality.

## Conclusion

In summary, through a series of measures such as reforming the education mechanism, creating an

innovative platform, improving the policy system and strengthening the integration of practical teaching and quality education, higher vocational colleges can cultivate more high-quality talents. These talents not only have solid theoretical knowledge, but also can flexibly utilize their knowledge to solve problems in practical work and meet the needs of enterprises for professional talents. Looking to the future, the human resource management major talent training mode of higher vocational colleges will develop in the direction of more diversification, flexibility and practice. With the continuous development of new quality productivity, higher vocational colleges should further strengthen the cooperation with industries, constantly update the education concept, adjust the course curriculum according to the market demand, and introduce more novel and flexible teaching methods. The follow-up research can explore more targeted talent cultivation modes for the actual situation of different regions, different institutions and different majors, so as to provide strong support for the long-term development of human resource management majors in higher vocational colleges.

## Conflict of Interest

The authors declare that they have no conflicts of interest to this work.

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