

Research on Teaching Human Resource Management in Colleges and Universities



Based on Vocational Competence Development

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Abstract: With the rapid development of social and economic changes, enterprises have made great changes to human resource management positions, which also put forward higher requirements for students of human resource management in colleges and universities. Based on deepening theoretical teaching, human resource management teaching in colleges and universities should cultivate the students' vocational ability and improve their comprehensive quality. This paper mainly analyzes the teaching of human resource management in colleges and universities based on the cultivation of vocational ability and puts forward some corresponding solution strategies for commonly existing problems.

Keywords: vocational ability; human resource management teaching

1. Professional competence that must be possessed by human resource management majors in colleges and universities

1.1 Ability to improvise and deal with problems

The personnel engaged in human resource management in enterprises often communicate with various departments and staff in the enterprises, and the departments and staffs involved are rather complicated, so the work affairs encountered are also more, especially some temporary and unexpected things that will often appear. This requires that the personnel engaged in human resource management must have the ability to adapt to the situation and the ability to deal with problems in the face of unexpected things. Therefore, students of human resource management in colleges and universities should focus on cultivating problem-solving ability during their study, improving the ability to analyze problems and developing ideas and solutions to problems.

1.2 Have the ability to see the pearl and grasp the talent

The staff of the human resource management department of enterprises is responsible for the recruitment of enterprise personnel and plays an important role in the introduction of enterprise talents. Therefore, human resource management staff must have the ability to see the pearl and grasp the talent. Through in-depth communication and communication with the candidates, they can accurately grasp the working ability and personal characteristics of the candidates (Wang, 2016). For individual outstanding talents to be able to accurately identify, for the introduction of enterprise talent to keep a good gate. At the same time, human resource management work also needs to be able to achieve a reasonable distribution of positions and arrange suitable jobs for the characteristics of different employees. This also requires HR management staff to have the ability and skills of in-depth communication. To meet the needs of human resource management positions in enterprises, students of human resource management in colleges

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and universities also need to develop communication skills and communication abilities so that students can accurately grasp the different characteristics of each person by talking with them so that they can adapt to the work requirements as soon as possible in their future work.

1.3 Having the ability to love learning

In the increasingly competitive environment of the modern market, everyone must have the ability of lifelong learning if they want to not be eliminated by the times. Therefore, students of human resource management in colleges and universities will face more complicated competition in the industry after they enter society. To be able to keep up with the times and not lose touch with the development needs of society, HRM students must develop good study habits and continuously strengthen their self-learning by using various spare time, and they should make learning a lifelong career in the future (Zhao & Gong, 2015). At the same time, students should also make full use of diversified learning resources and channels to constantly enrich and broaden their learning horizons, cultivate professional competence and lay a good foundation for their future careers.

2. Common problems of human resource management teaching in colleges and universities based on vocational ability cultivation

2.1 Simple and boring teaching form

Although the construction of quality education in China has been implemented for many years, most of the teaching methods in many colleges and universities in China still adopt traditional teaching methods, and the teaching forms are simple and boring. The teacher's classroom lecture is still the main teaching method, and the indoctrination teaching method only makes students passively accept the knowledge. This is not only not conducive to the improvement of classroom teaching effect, not active classroom teaching atmosphere, and can not effectively improve the quality of teaching, but also easy to make students tired of learning, reducing students' interest in learning, and in the long run, can not effectively cultivate students' vocational ability.

2.2 Team cohesion needs to be strengthened

At present, the human resource management position of enterprises has changed a lot. HRM work is no longer simply recruiting personnel, but the introduction of talents and the setting and arrangement of positions in each department of the whole enterprise need to be coordinated by the HRM department. Therefore, HRM work needs to have strong team cohesion, and the staff engaged in HRM positions must have team consciousness and enhance the ability of unity and cooperation. The teaching of human resource management in colleges and universities should also be fully aware of the importance of teamwork. However, at present, human resource management teaching in colleges and universities does not pay much attention to the cultivation of students' team consciousness, and teachers rarely have the opportunity to let students participate in relevant team activities in their daily teaching activities. This results in students' weak team consciousness, and it is difficult to penetrate team consciousness in practical teaching activities, so teaching activities only stay at the theoretical level, which is not conducive to the cultivation of students' professional ability.

2.3 Imperfect construction of a platform for linking theory with practice

While strengthening theoretical teaching in the classroom, the teaching of human resource management in colleges and universities based on vocational ability cultivation should also focus on enhancing students' practical teaching, so that students can understand theoretical knowledge more deeply in the process of practical teaching and combine theory and practice. The practical teaching in many colleges and universities is not smoothly carried out. Many schools only focus on theoretical teaching in the classroom and do not pay much attention to the development of practical teaching, which leads to the teachers and students having little awareness of the cultivation of practical operation ability and few practical teaching activities. At the same time, many colleges and universities lack effective construction of practical education bases for

many reasons, and there are not many platforms that can provide students with practical teaching, thus also leading to few opportunities for students to receive practical teaching, which is not conducive to the cultivation of vocational ability.

2.4 Professionalism of teachers should be further strengthened

The teaching level of teachers will directly determine the teaching effect of human resource management teaching in colleges and universities. However, judging from the scale and level of the teachers engaged in human resource management teaching in colleges and universities, many teachers have old teaching ideas and single teaching methods, and still adopt the traditional teaching mode of examination-based education, which cannot effectively improve students' interest in learning and reduce the effect of classroom teaching. At the same time, many teachers lack practical teaching experience, although they have rich theoretical knowledge, they are still unfamiliar with practical teaching, which leads to the quality of teaching effect of linking theory with practice for students cannot be guaranteed, resulting in the difference between students' vocational ability and the needs of enterprises, which seriously affects the cultivation of students' vocational ability.

2.5 The teaching content is old and the reform and innovation are not enough

The teaching of human resource management in many colleges and universities still adopts the previous teaching mode and content of teaching materials, but with the rapid development of the modern market economy, enterprises have put forward higher requirements for human resource management. This leads to a mismatch between HRM teaching in schools and the rapidly developing needs of enterprises, which cannot cultivate talents suitable for the rapid development of enterprises, thus making it difficult for students who learn HRM to adapt to the workplace. Therefore, because the teaching content of the school cannot keep up with the times, the reform and innovation are not strong enough, which affects the cultivation of students'

vocational ability.

3. Improve the teaching methods of human resource management in colleges and universities based on vocational ability cultivation

3.1 Adopting diversified teaching methods

In the process of teaching human resource management in colleges and universities, teachers must adopt diversified teaching methods to cultivate students' vocational abilities. Especially with the rapid development of modern diversified teaching technology, the reference of modern information technology in college teaching classrooms has also been generally promoted. Teachers can make full use of modern information technology in the teaching process to develop diversified teaching methods. Therefore, the teaching of human resource management in colleges and universities based on vocational ability cultivation also needs teachers to improve the teaching quality of the whole classroom through diversified teaching methods. For example, teachers can show students the specific cases of enterprise human resource management through multimedia teaching. Students can experience the professionalism required for HRM positions in enterprises more intuitively through multimedia teaching. Then, through the teacher's explanation and analysis of the multimedia cases, students can experience more immersively the application of HRM knowledge in the actual workplace. Then the teacher can let students discuss the cases in groups, to cultivate students' independent thinking and infuse the professionalism in the cases into their classroom learning. A diversified teaching approach can also include role plays in the classroom (Liu, 2016). For example, for personnel problems often encountered in HRM, teachers can have students role-play in subgroups. Students can simulate the actual job requirements of the HRM department of an enterprise and learn how to solve personnel problems in the enterprise through live interpretation.

3.2 Enhance the team cohesion of students

To stand out in the fierce competition in the market, any enterprise is inevitably inseparable from

the unity and cooperation of all departments and employees in the enterprise. As the core department of an enterprise, the human resource management department involves many positions and personnel, and the human resource management department is also very closely connected with other departments of the enterprise (Quan, 2013). Therefore, HRM positions must also enhance team cohesion and establish a team atmosphere of unity and mutual support for the enterprise. The teaching of human resource management in colleges and universities must integrate team cohesion throughout the teaching process, and teachers should instill team consciousness into students in the daily teaching process so that students can understand the importance of team cohesion for human resource management positions. In the specific teaching process, teachers can design some group teaching activities to let students complete teaching tasks through teamwork, to cultivate students' team consciousness, and the cultivation of professional ability will be further established in the process of students' teamwork.

3.3 Strengthen the connection between theory and practice

The human resource management majors in colleges and universities based on the cultivation of vocational ability must pay full attention to the role of practical teaching. Only by combining theoretical teaching in the classroom with specific practical teaching can teachers improve students' vocational ability and then apply what they have learned in the human resource management profession. Colleges and universities can strengthen the cultivation of students' practical abilities through various forms. First of all, college managers and teachers can actively communicate with local enterprises, strengthen cooperation, and try to get more practice bases for students that can provide practical teaching (Meng, 2013). Cooperating enterprises can provide more practical positions for students so that students can have more opportunities to participate in the practical positions of enterprises and apply their learned HRM knowledge in practice so that students

can deeply experience the difference between theoretical knowledge and practical teaching so that students can feel the practical application of HRM profession, which improves students' vocational ability cultivation and also increases their practical experience, and lay a good foundation for students' future study. Meanwhile, colleges and universities can also increase the financial investment of on-campus practical training bases within the scope of our university, and make the theoretical knowledge of HRM teaching better applied to practical teaching through the construction of on-campus practical training bases, to strengthen the cultivation of students' vocational ability (Ge, 2017). Moreover, colleges and universities should also actively cooperate with other institutions, develop into sister institutions through deep cooperation, and jointly carry out the construction of practical bases to cultivate students' vocational ability, to strengthen students' practical abilities.

3.4 Improve teachers' strength and form a high-level teaching team.

The teaching level of teachers plays an important role in the teaching of human resource management in colleges and universities. Teachers are the main initiators of teaching activities, whether, in HRM classroom teaching or students' daily practice teaching, the level of teachers will undoubtedly have a profound impact on the teaching quality of the whole profession. First of all, colleges and universities should pay attention to the education and training of teachers in this institution, regularly train and improve their teaching ability by formulating practical education and training programs, and also hire relevant experts and scholars to give face-to-face lectures to teachers. Schools should also pay full attention to the introduction of talents in human resource management and should attract a large number of outstanding talents by improving welfare benefits and lowering the entry threshold, to gradually improve the teaching level of teachers and strengthen the teaching team [7]. Teachers themselves, should also continuously supplement their learning after work, seize various

learning opportunities, strive to improve their professional knowledge and ability, and also improve their teaching level by participating in various teaching training courses or teaching activities.

3.5 Increase the reform and innovation of human resource management teaching content.

At present, the teaching content of human resource management in colleges and universities is generally backward, not keeping pace with the development of the times, and the reform and innovation of teaching content are not strong. Therefore, schools should increase the reform and innovation of human resource management teaching content, be able to keep up with the times and pay attention to the changes of social enterprises in human resource management at any time, to make timely adjustments to the teaching content of relevant majors in schools. Only based on a full understanding of the current needs of social enterprises can colleges and universities facilitate the reform of teaching content, so schools should always pay attention to the relevant cutting-edge information through the network, and enrich and expand human resource management teaching in the classroom by increasing the reserve of network teaching resources, which can ensure that human resource management teaching in colleges and universities follows the pace of development of the times and can be in line with the needs of enterprises [8].

4. Conclusion

In conclusion, human resource management majors in colleges and universities must carry out reform and innovation, increase the cultivation of students' vocational ability, meet the actual needs of human resource management positions in modern enterprises, promote the cultivation of students' vocational ability through various teaching reform measures, and lay a good foundation for students' future development.

Conflict of Interest

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

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