

Research on Development Route of Ideological and Political Education Human Resource Team in Colleges and Universities in the New Era

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Abstract: Ideological and political education is one of the important development aspects in the spiritual civilization construction process of our country, therefore, the universities need to strengthen cultivation of ideological and political educators in the new era. University is the important position to cultivate excellent talents in our country, which bears the important functions of cultivating the socialism successors, scientific research and social service. Ideological and political education is one important part in university education. Under the backgrounds of current domestic and overseas development situations as well as the change of requirement on ideological and political education talents, it is crucial to strengthen ideological and political education human resource team building. This paper conducts deep analysis on the importance of strengthening ideological and political education human resource team development, and proposes effective routes to establish a ideological and political education team conforming to social development and practical situation of universities.

1. Introduction

Deeper-level development of ideological and political education in universities relies on optimal processing and integration of educational resources. Integrating multiple resources based on a unified way to eliminate the limitation of single resource is not just development and utilization of ideological and political education resources but affects the inefficiency of ideological and political education to large extent. There exists with many related discussions in the academic fields, we just conduct discussion on the problems related to ideology and politics as well as human resource integration. The human resource of ideological and political education in universities is mainly composed of the students, teachers and tutors, which can not contain all parts of human resource, wherein, there is not much attention on the main audience--university students. The human resource of ideological and political education in universities include external resource and internal resource. Wherein, the former one mainly includes off-campus people and organizations which can provide ideological and political education service; while the latter one mainly refers to the related in-campus personnel and student organizations engaging in ideological and political education, such as ideological and political education managers, teachers, tutors and student organizations. In addition, the professional teachers are also the transmitters of ideological and political education.

2. Importance of strengthening ideological and political education human resource team development in universities

Nowadays, under the background of globalization development, various countries are competing with each other fiercely, and accordingly, talent becomes the important influencing factor to enhance international competitiveness of one country. University students are the main talent sources in our country, therefore, it is of great importance to strengthen ideological and political education in universities, which can help university students to recognize the development essence of socialist more clearly and establish correct outlook of life, value and world view. As the education guiders, the ideological and political educators in universities play a decisive role in cultivating national talents in the new era. Currently, the whole world is in the stage of great

development and adjustment, wherein, the global economy situation has changed greatly and the power-holding environment of the party has also faced large challenge, besides, the ideological and political education in universities has also had great change under this background, which also proposes large challenge to ideological and political education human resource team building.

The advent of information age is changing the social life mode of people to some extent, meanwhile, it also affects the education mode in universities. The development of big data and cloud era has provided numerous information to university students and changed the ideology of university students. As the education guiders, the ideological and political education human resource team should focus on the development situation of the students positively, conduct self-adjustment timely and enhance the ideological and political education level. Meanwhile, as the higher education in our country is becoming more and more popular, more and more students can enter universities for learning. Owing to increasing quantity of university students, they pay excessive attention to theoretical knowledge but neglect enhancement of their moral quality and self-cultivation, which seriously affects their healthy growth. In case of the above situations, the main reasons lie in insufficient ideological and political education in universities and lack of requirement on self-cultivation. Therefore, it is crucial to strengthen ideological and political education human resource team building in current era.

3. Development and utilization of human resource in ideological and political education of universities

In recent years, many universities have enlarged personnel input for ideological and political education resource integration, but they have made few achievements owing to insufficient material resources and spiritual resources, moreover, the human resource development and utilization is limited owing to lack of overall concept on teaching staff from ideological and political perspective.

3.1 Current situation of off-campus human resource development and utilization

Our country has a wide territory, various universities are distributed extensively in the whole nation, accordingly, different universities own different quantity of off-campus human resources. For the regions with developed culture and education, there are more famous people who are willing to make contributions to ideological and political education, therefore, the universities can take advantage of it to develop richer off-campus human resources positively, organize some famous aspirants, social examples, convenient parents and principals of related communities to appoint them to be consultants and tutors thus to conduct ideological and political education work. But in fact, we find that many universities own few quantity of off-campus consultants and tutors owing to some reasons, and even if they have appointed the professionals, they can not give play to their real roles.

3.2 Utilization of universities on in-campus ideological and political resources

At present, the ideological and political education work in universities of our country is mainly undertaken by the School Party. From perspective of team composition, the teaching staff with higher education background and higher title occupy a large share, which is the important guarantee to enhance the quality of ideological and political education work. From perspective of organizational structure, many universities have begun to build “the leading team for ideological and political education work”, however, various departments don’t coordinate with each other well, and the teachers communicate with each other and different departments poorly, as a result, the ideological and political education work is still in an isolate state to cause bad consequence. The professionals fail to give play to their roles in the ideological and political education work, and they don’t bear the responsibility of educating the students in the classroom. Furthermore, there exists with large difference between professional teachers in subject major while large difference exists in different subjects in the aspect of educating the students, but cultivating the students to be the responsible and useful talents is inescapable responsibility of each teacher.

3.3 Utilization of in-campus student human resource

The available academic resources for ideological and political education in universities mainly include students and student organizations. University students are the final beneficiary of ideological and political education in universities and they are supposed to participate in the ideological and political education, therefore, we must stimulate the students' enthusiasm to guarantee realization of final teaching purpose, make each student learn ideological and political education contents positively and strive for becoming the typical examples in ideological and political education. Therefore, it is needed to know how the universities utilize and explore the related resources, especially the education mode based on typical examples is more helpful for rapid implementation of ideological and political education work. Meanwhile, the universities can hold various ideological and political activities by aid of student organizations to make the students give play to their capacity, improve their moral quality and organizational discipline.

4. Exploration on development route of ideological and political education human resource team in universities

4.1 Strengthen human resource team building and formulate systematic human resource planning

In order to realize ideological and political education human resource team development in universities, targeted planning should be formulated according to the actual development situation of ideological and political education team. Currently, the problems, including the needing quantity of teaching staff for ideological and political education work in universities, arrangement and cultivation plan of the teaching staff for ideological and political education work, how to make full use of resources for ideological and political education work, should all be considered in developing the ideological and political education human resource team. In face of formulating specific development plan, the current situation of students' ideological development, the insufficiencies existed in ideological and political education work as well as the current development situation of ideological and political education work should all be considered fully, which should be adjusted timely according to actual situation to improve the efficiency of the ideological and political education team to the largest extent. After formulating the systematic and scientific development plan of ideological and political education human resource team, it is needed to build good environment and atmosphere for educators thus to give full play to their values in work and improve their work efficiency in ideological and political education work. Meanwhile, the positive and serious education attitude of the ideological and political educators can affect the students unconsciously and set good example for the students. The harmonious development between the teachers and students can further realize the teaching objective of ideological and political education work, help the students build correct outlook of life, value and world view, and enhance their quality. While good environment and atmosphere building relies on good work welfare and full respect for ideological and political educators, therefore, the related departments of universities should strengthen the ideological and political education team building and provide good platform for developing ideological and political education human resource team.

4.2 Strengthen education on ideological and political educators and conduct further management

After introducing a certain quantity of ideological and political educators, it is needed to conduct early investigation on this group of personnel, know the needed skills for trainees and conduct targeted training in order to better give play to the guidance and education role of ideological and political educators. Meanwhile, the individual development situation of the students as well as domestic and overseas environment change should be incorporated in the training contents to enhance training effectiveness. When the ideological and political educators work normally, it is needed to intensify and perfect the assessment mechanism, strengthen daily management on ideological and political education team thus to guarantee the overall quality of the team better and

provide solid guarantee for ideological and political education in universities. Besides, the principle of clearing rewards and punishments should be incorporated into the assessment mechanism to fully guarantee the quality of the ideological and political human resource team.

5. Conclusion

In brief, ideological and political education is one important part in the education process of universities. In the new era, it is needed to strengthen cultivation of ideological and political educators in universities and establish complete human resource team in order to solve the existing problems in the ideological and political teaching process fundamentally and effectively, which can provide solid guarantee for ideological and political education work in universities. In the education process, integrating the talent management and development in universities into the planning process of universities can effectively enhance the quality of the ideological and political teaching staff, and promote the healthy development of ideological and political education in our country.

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