

# Application of Incentive Mechanism in Human Resource Management of Higher Vocational Colleges

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**Abstract:** In recent years, the continuous improvement of China's economic level has driven the government's attention to the education industry. Even in today's education industry, many higher vocational colleges have not achieved good teaching results in the actual teaching process, and can't meet the development needs of modern society for talents. Integrating the incentive mechanism into the human management resources of higher vocational colleges is conducive to the stimulation of teachers' work potential, fully mobilize their work enthusiasm and enhance the cohesion of work. Starting with the role of incentive mechanism in human resource management in higher vocational colleges, this paper discusses the current situation of integrating incentive mechanism into human resource management in higher vocational colleges, and puts forward corresponding countermeasures, which is intended to promote the effective development of human resource management in higher vocational colleges.

## 1. Introduction

In the 1960s, human beings gradually introduced the management concept of human resources. Human resource management is to fully develop and utilize the human resources in the organization system by using a series of effective means and different measures such as planning, organization, leadership supervision and incentive, in order to achieve the first set goals.

Compared with other resources, human resources have broader characteristics, such as timeliness, consumption, creativity and subjective initiative. Among them, creativity requires effective incentives for teachers to realize the real allocation of resources, so as to promote the development of productivity and realize the common development of organizations and individuals.

## 2. Necessity of Incentive Mechanism in Human Resource Management of Higher Vocational Colleges

Higher vocational colleges should always realize that the development concept of human resource management is people-oriented and take the fundamental interests of employees as the premise and guarantee of all work. The implementation of incentive mechanism helps to stimulate employees' work enthusiasm and better meet employees' personal development needs<sup>[1]</sup>. After the operation of the incentive mechanism, employees can better straighten out their mentality at work and more appropriately cooperate with managers to complete their work tasks and objectives. Different from ordinary enterprises and institutions, the main human resources faced by higher vocational colleges are teachers. Teachers' work is to use their professional knowledge to guide and teach students' learning. At the same time, in addition to teachers, another part of the main body of human resources in higher vocational colleges is the administrative educational personnel on campus. Their main responsibility is to accept personnel, pay salaries and be responsible for the post promotion of relevant personnel. Putting the incentive mechanism into the human resource management of higher vocational colleges is conducive to the double harmonious situation of win-win cooperation between employees and schools and enterprises.

### **3. Current Situation of Incentive Mechanism in Human Resource Management of Higher Vocational Colleges**

Incentive mechanism can continuously stimulate people's motivation to a certain extent, so as to make people close to their expected goals. At the same time, it is also a process driven by some factors by managers to act according to the requirements of managers. It can be seen that incentive can not only meet the needs of personal development, but also give full play to the maximum potential of talents <sup>[2]</sup>. The following will analyze the current situation of integrating human resource management into incentive mechanism in higher vocational colleges in combination with the actual situation:

#### **3.1 The Means of Incentive Mechanism is Relatively Single**

In the process of human resource management, most higher vocational colleges in China do not have enough understanding of the incentive mechanism. Many higher vocational colleges ignore the effective construction of the incentive mechanism, so that the incentive mechanism of their own human resource management only stays on the surface of the work and does not go deep into the bottom. At the same time, the form of the incentive mechanism is relatively traditional and single. Most of them rely on the form of material rewards. Some colleges and universities will use spiritual rewards such as Teacher's Day recognition and year-end evaluation, which lack due flexibility and diversity.

#### **3.2 The Incentive Mechanism Lacks Attention to Individual Differences and is Less Competitive**

Human resource management faces real and visible people. Colleges and universities should fully understand the individual differences of teachers to carry out effective personnel management. The corresponding competition can give teachers the courage to move forward bravely in case of difficulties in work, and promote teachers' development and progress <sup>[3]</sup>. In most of China's higher vocational colleges, the titles of most employees are always going up. In the long run, teachers' interest in work will be weakened. In addition, teachers' age and teaching time are also growing, and they will lose their original teaching vitality in the teaching process. But if the incentive mechanism is more perfect, young teachers will get reasonable development space. Although older teachers will get welfare benefits, most teachers will change jobs.

The traditional human resource management in higher vocational colleges is mainly aimed at transactional work. There are many differences in age, professional title, education and other aspects among teachers in schools. If the specific career planning of teachers is not carried out, it is very unfair for young teachers. The work tasks of young teachers are relatively heavy and their treatment is not as high as that of old teachers. It's easy to slack off.

#### **3.3 Incentive Mechanism Leads to the Irrationality of Performance Mechanism**

The evaluation of performance mechanism is mainly to scientifically and systematically evaluate the amount of tasks undertaken by teachers. A reasonable performance evaluation system can effectively ensure the progress of evaluation work and ensure the accuracy and science of evaluation results. It is conducive to significant consideration of the implementation of teachers' working conditions <sup>[4]</sup>. At present, the performance appraisal system of most higher vocational colleges in China is not perfect and developed, and there is no reasonable evaluation index. Most teachers' salaries still depend on professional titles or positions. It is difficult to effectively stimulate teachers' enthusiasm.

### **4. Specific Countermeasures of Integrating Incentive Mechanism into Human Resource Management in Higher Vocational Colleges**

#### **4.1 Strictly Implement the Employment System of Human Resource Management in Higher Vocational Colleges**

In the post setting methods set up by higher authorities for higher vocational colleges, it is clearly required to implement the full employment system in the employment of human resources in colleges and universities. The implementation of the system is to give full play to the real value of teachers in the process of education. According to the relevant national regulations, the employment of posts should be implemented in strict accordance with the principle of “setting posts according to needs, excellent employment and strict requirements”, and a competition mechanism of “being able to go up and down, enter and leave” should be formed to increase teachers’ sense of work crisis and give full play to their real strength through explicit competitiveness<sup>[5]</sup>. It can also achieve the organic combination of personal goals and school development, and promote the development of higher vocational colleges while improving teachers’ comprehensive quality. Colleges and universities can allocate posts and personnel in turn during personnel recruitment to increase teachers’ job satisfaction. They can also implement the system of low post high employment or high post low employment, fully mobilize teachers’ work enthusiasm and enhance teachers’ subjective initiative and innovation.

#### **4.2 Establish a Scientific and Reasonable Human Resources Performance Evaluation System**

The performance rating process is the central element of performance management. The implementation of incentive mechanism requires the real implementation of performance appraisal and the effective evaluation of the results obtained by teachers’ short-term work objectives. The performance rating mechanism should adhere to the design principle of scientific, reasonable and fair competition. The main structure of human resources in higher vocational colleges includes educational researchers and administrative managers. When designing the performance evaluation mechanism, colleges and universities should focus on adopting different rating indicators for different groups, so as to meet the development needs of diversity and combine the different differences of individuals, so that everyone can find their own development goals and play an incentive role<sup>[6]</sup>. While encouraging the assessment, we should also pay attention to the realization of performance, so that we can effectively understand and set the rationality and scientificity of assessment indicators through all-round observation.

#### **4.3 Encourage the Development of Relevant Skills of Teaching Staff**

Higher vocational colleges should actively carry out in-depth reform and optimization of the education system in combination with the relevant leadership spirit of the Party, fully recognize the importance of skill training for teaching staff, create a good and relaxed atmosphere and development prospects, and improve the work performance and comprehensive quality level of employees to the greatest extent. In the process of implementing the incentive mechanism, higher vocational colleges can link teachers’ education and teaching ability with salary and welfare treatment and performance management, so as to truly realize differentiated competitive incentive, provide more development opportunities to teachers, and lay a good foundation for the development of higher vocational colleges. Through the real exchange of performance, teachers’ personal goals can be further deepened, better combined with organizational goals, and the management role of incentive mechanism can be gradually deepened. Therefore, higher vocational colleges must carry out effective spiritual and material rewards, adopt a multi-dimensional perspective to effectively integrate with incentive mechanism, and boost the cultural atmosphere of campus development, promote the production of teachers’ relevant skills and truly realize the diversified development of human resource management mechanism in higher vocational colleges.

### **5. Conclusion**

The management of human resources is a very important link in the management of higher vocational colleges. It must not be used simply. It should be effectively integrated with relevant functional departments to build good related benefits, combined with the unique development characteristics and teaching characteristics of higher vocational colleges to form a unique management concept, build a perfect incentive mechanism with various functional departments in

the school, and effectively improve the core competitiveness of the colleges. Higher vocational colleges should also pay attention to the positive significance of incentive mechanism in human resource management, combined with their own actual situation, improve the management level of human resources, realize the common development of schools, teachers and students, and truly realize the development situation of mutual benefit and win-win.

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