

Research on the Innovation of Human Resource Management in Higher Vocational Colleges in the Big Data Era

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Abstract: In the era of big data, data is fully shared and filled with all dimensions of life and work. Higher vocational colleges, as an important part of Chinese universities, provide high-quality and compound talents for social development. However, at present, higher vocational colleges generally attach importance to infrastructure construction, enhance hardware strength, and neglect the management of human resources. Therefore, by analyzing the current situation and existing problems of higher vocational colleges, this paper puts forward that higher vocational colleges should innovate human resources management mode by innovating management mode, improving the ideological concept of teachers and staff, and establishing expert group countermeasure, which can provide certain reference for the future development of higher vocational colleges.

1. Research background

1.1 Literature review

Big data is becoming more and more popular, which promotes the rapid development of society. He Huixin and Ren Ruili believe that if higher vocational colleges want to speed up the pace of matching the social development process, they need to make constant changes. Moreover, they believe that higher vocational colleges should focus on the construction and perfection of human resource management model, so as to make talent management more scientific and rational. Therefore, through the analysis of the current situation and existing problems of Higher Vocational colleges, the paper starts to think about the human resource management model of colleges and universities(He and Ren, 2017). Jiang Shijun believes that higher vocational colleges should actively welcome the arrival of the era of big data, establish awareness of big data, and conform to the trend of development. For this reason, Jiang Shijun, aiming at the problems of backward management concept and traditional means in the process of building talent team in Colleges and universities, has improved management efficiency by building platforms and mining data, and effectively responded to the opportunities and challenges brought by the era of big data for colleges and universities(Jiang, 2017). Yang Jun also believes that the current human resource management model in higher vocational colleges is not in line with the big data era. By analyzing the difficulties encountered in the management model, this paper explores that higher vocational colleges should focus on cultivating talents into management, improving the management model and optimizing personnel training in the big data era(Yang, 2017). Based on the background of big data era, Chen Liyue analyzed the relationship between management mode and big data, listed the existing problems of current management mode, so as to innovate human resource management mode and ensure the development of Higher Vocational colleges(Chen, 2014).

1.2 Research purposes

In the era of big data, in the process of bringing about changes, various kinds of data will also be presented in all aspects of life. The same big data also provides a good reference for the innovation of human resource management model in Higher Vocational colleges. The number of students in higher vocational colleges is increasing year by year. The number of students has put forward important requirements for the management mode and infrastructure construction of Higher

Vocational colleges. However, at present, higher vocational colleges ignore the construction of human resources management mode, only emphasize the improvement of hardware facilities, and teachers' demands can not be better satisfied (Li, 2016). Only by optimizing their own management mode and synchronizing the promotion of software and hardware, can good vocational colleges provide more versatile talents for the society. Therefore, this paper is based on the current higher vocational colleges in the process of human resources management model, there are widespread problems such as backward ideas of teachers, imperfect performance appraisal, lack of scientific and rational management institutions. Through big data analysis, we can innovate the management mode of human resources in Higher Vocational colleges, improve the management efficiency and promote the better development of Higher Vocational colleges, in order to provide useful reference for the future reform of more higher vocational colleges.

2. The current situation of human resource management in higher vocational colleges

As an important part of Chinese universities, higher vocational colleges shoulder the mission of training high-quality technical and skilled personnel. In order to accomplish this mission, the mode of running a school, training and managing talents in higher vocational colleges should keep pace with the times and constantly study and change. The reform of higher vocational colleges is no longer a new word, and has achieved a lot from theory to practice. However, human resources reform in higher vocational colleges, especially in the context of “Internet +” and big data, is still at the exploratory stage. Through a detailed survey of the top 150 Vocational Colleges in China in 2018, 91 colleges and universities are undergoing human resources reform. There are only 8 colleges and universities that introduce “Internet +” and big data into human resources reform. There are no mature models and experiences in these 8 colleges, which can be promoted and used for reference (Jing, 2018).

As an important part of Chinese universities, higher vocational colleges play an important role in personnel training and skills upgrading. Moreover, higher vocational colleges have provided a steady stream of skilled talents for China's construction and development. Therefore, in order to improve the strength of skilled talents, higher vocational colleges need to constantly study and change the existing problems of personnel training, school running and management mode in Higher Vocational colleges. Talent work is the key work to improve the management and education level of Higher Vocational colleges, and it is also the key factor to build a talent team. However, there are many problems to be solved in the current construction process of higher vocational colleges.

3. Problems in human resource management reform of higher vocational colleges in the big data era

3.1 Some faculty and staff have backward ideas

Higher vocational colleges mostly belong to public institutions, and their staff have Formal establishment. The idea of “iron rice bowl” is deeply rooted in the hearts of the people. Moreover, the salaries of faculty and staff are stable, they are accustomed to the existing management concepts, and they are not concerned about any changes in Colleges and universities. Most teachers in higher vocational colleges take classes in accordance with the schedule, which is limited to the fixed traditional teaching mode and fulfill the designated teaching tasks. In addition, colleges and universities pay attention to infrastructure construction, most of the funds are invested in the construction and optimization of campus environment, ignoring the cultivation of ideological outlook of teachers and staff, hindering the improvement of teaching quality. The construction of teaching staff is backward, the mode of human resource management is outdated, and there is a lack of reasonable ways to cultivate the ideological concept of teachers and staff. As well as administrative personnel do not participate in teaching, lack of a sound human resources management system, neglect of all aspects of teacher recruitment assessment, thus making some

less enterprising teachers into the post, hindering the construction of teachers' team. As a result, the process of human resource management in Colleges and universities is hindered by the lazy team of teachers, lack of progress and backward ideas.

3.2 Imperfect performance appraisal and incentive system

At present, most higher vocational colleges neglect the training of talents and lack a perfect performance appraisal and incentive system, which hinders the enthusiasm of teachers and administrators. Moreover, most of the higher vocational colleges are public institutions. The salary payment and management mode are more traditional. Some teachers do their best, and some teachers perfunctory, which leads to some teachers' negative emotions. Colleges and universities do not pay attention to, teaching staff in the material and spiritual aspects can not be satisfied, and then can not be satisfied in the teaching work and achievements. Human resources management also plays an important role in the training of teachers, but higher vocational colleges ignore this part of the construction, resulting in backward management regulations, unreasonable assessment and other situations. Faculty promotion is hindered, performance issuance is unreasonable, the overall work efficiency of colleges and universities is declining, the quality of teaching is poor, and the brain drain is serious.

3.3 Lack of professional third-party service institutions

The reform of human resource management mode in higher vocational colleges can not achieve satisfactory results for other teachers and staff only depending on their own strength. Most public higher vocational colleges have problems such as redundancy, bureaucracy and overstaffed departments, which hinder their development. Therefore, in the actual process of doing things, there are often situations such as responsibility shifting, unclear responsibilities, and lack of efficiency. In order to optimize the human resource management model, higher vocational colleges have carried out bidding for third-party management services. However, the development of third-party service institutions in China is not perfect. Although there are many educational consulting companies, few have the ability, experience and professional service companies. Moreover, most colleges and universities do not manage any related problems after outsourcing, leaving consulting companies to serve, resulting in no progress in human resources management model. Therefore, the current institutions are not only lack of professional third-party service institutions, but also lack of expert guidance.

4. Innovative strategies of human resource management model in higher vocational colleges

4.1 Changing the ideological concepts of teachers and staff

The ideological change of the faculty is a very important link in the development of education at this stage. In the era of big data, information can be shared and resources can be accessed everywhere. Teachers should actively take a hitchhike in the data age, learn advanced teaching management concepts on the Internet, and change their traditional ideas. In this way, it will be conducive to the promotion of human resources management mode, so that human text will become the management concept of colleges and universities. Employees' enthusiasm has been mobilized and their creativity has been improved, which plays a strong role in promoting teaching and management models. In addition, the state is gradually reforming the establishment of public institutions, and gradually abolishing the establishment and replacing it with a contract system. Therefore, teachers should be prepared to actively change their past "equalitarianism" thinking. Only by ideologically changing the inherent concepts can we not be eliminated by the era of high-speed development of big data.

4.2 Optimizing organizational institutions

The improvement of human resource management organization will have a positive impact on the efficiency of teaching management. Therefore, higher vocational colleges should strive to improve and upgrade the existing human resources organizations, streamline personnel, clear

division of labor among departments, and improve overall work efficiency. In the aspect of human resource management information system, we should give full play to the content of big data and improve the management level and ability. The Big Data Human Resource Management Center will contain all the information of faculty and staff, as well as any work research results. According to the data center, establish a scientific and reasonable incentive mechanism to ensure efficiency and fairness priority. At the same time, human resources management departments should actively meet the demands of teachers and staff, listen to the opinions of teachers, in order to promote the improvement and optimization of human resources management in Higher Vocational colleges.

4.3 Making use of the experts in school to innovate human management

It is far from enough to optimize and update the human resource management mode by using big data alone. In addition, the quality of third-party service organizations is quite different and various aspects are immature. Higher vocational colleges should actively mobilize teachers in colleges to participate in the reform of human resources management model. Firstly, higher vocational colleges can set up expert groups. Institutions should concentrate on the strength of teachers, including experts in data, human resources, statistical analysis and other aspects, and concentrate on the study of human resources management model. Secondly, with a professional management team, the overall efficiency of the management department will be improved. On the one hand, it can make up for the shortage of manpower in the process of human resources management, on the other hand, it can reduce various costs, and can really formulate a management model in line with our school, which is deeply rooted in the hearts of the people.

5. Conclusion

Behind the rapid development of the big data era, the changes at all levels, including politics, organizational structure, management mode and so on, are closely followed. Similarly, higher vocational colleges will inevitably join the current war of reform. However, there are still many problems and difficulties in exploring the mode of human resource management in the development of colleges and universities. Under the background of big data era, the development of colleges and universities should actively seize the opportunity, adapt to the rhythm, strive to improve infrastructure construction, and promote the renewal and modernization of human resources management mode. The purpose of the reform is to really make students more qualified for modern talents, and it is also the key for teachers to enhance their own strength. Therefore, colleges and universities should correctly respond to the changes brought about by the times and promote the reform of teachers' human resources management, so that they can not be eliminated in the era of big data and succeed in the reform.

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