

# Exploration on the New Mechanism of University Human Resources Development and Management Based on Innovation Environment

Zhe TANG

Civil Aviation Flight University Of China, Guanghan, Sichuan 618307, China

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**Abstract:** As the highland where talents gather and the base of talent training, universities undertake the important tasks of talent training, knowledge innovation and social service. At present, university human resources management has become an important part of university daily management and an important basis for ensuring the development of university education. Human resources are the first resource among the elements of productivity. There are some problems in the development and management of human resources in colleges and universities, such as insufficient overall development of human resources, unreasonable structure of human resources, improper allocation of human resources and so on. The objective environment for the survival and development of universities is changing with each passing day, which puts forward higher requirements for talents' ability of cooperation, innovation and solving practical problems. Based on this, this paper analyzes and discusses the significance and measures of university human resources development and management mechanism innovation under the innovative environment.

## 1. Introduction

With the development of modern society, more and more attention has been paid to knowledge. In the new era, doing a good job of university human resource management is not only the basis of ensuring the good development of universities, but also an important means to promote their own education [1]. The human resources of Chinese universities play a very important role in China. Although China has a large population, there are very few high-quality talents. Although there has been obvious improvement in recent years, it is still unable to compare with some developed countries [2]. As the highland of Talent Gathering and the base of talent training, universities undertake the important tasks of talent training, knowledge innovation and social service. University Human Resource Management and development ability is directly related to whether it can cultivate and bring up high-quality scientific and technological talents, and whether China can take the initiative in the global competition of comprehensive national strength with scientific and technological innovation as the core [3]. Innovation is a powerful driving force for national progress and national prosperity. Accelerating the cultivation of new talents with innovative spirit and ability has become a major issue related to the fate of the country and nation [4]. Nowadays, the internal and external environment of the university has changed. It is an inevitable choice for the university to strengthen the development and management of human resources in the fierce competition.

With the progress of social civilization and the rapid development of science and technology, the traditional concept of talent management has been unable to meet the urgent needs of socialist construction for innovative talents [5]. Human resource is not only the key of social and economic development, but also the core factor of university development. The quantity and quality of university human resources determine the vitality and development level of universities [6]. Human resources, as the first resource in the elements of productivity, are very important for China's progress. As the main field of human resources development, universities have a very important influence on China in all aspects of their "production" human resources, and they are the main positions of cultivating talents [7]. As an important base of talent cultivation, universities should comprehensively promote the innovation of new mechanism of talent cultivation according to the development of universities, strive to realize the optimal utilization of human resources, highlight the value of human resources, and serve the optimization of talent cultivation in Chinese

universities, To help the University achieve the goal of connotative development to lay the foundation [8]. Based on this, this paper analyzes and discusses the significance and measures of university human resource development and management mechanism innovation under the innovation environment.

## **2. Problems in the Development and Management of University Human Resources**

Although more and more universities gradually realize the importance of human resource development and management, and try to improve the performance of human resource development and management by improving relevant system and norms, although some achievements have been achieved, there are still some problems and deficiencies in the process of real-time management. At present, China's market economy is in its infancy. A considerable number of people's ideas and working methods have not yet been transformed from the shackles of planned economy. They still work in traditional teaching materials and teaching methods. They seldom involve hunting or ignorance of new theories and new science. Influenced by the traditional thought, some universities have insufficient understanding of modern human resource management. They equate the modern human resource management with the traditional human resource management, such as salary management, file management, teacher management, personnel allocation management, etc., and can not meet the needs of modern human resource management [9]. Because China has been adopting a relatively conservative method of talent training, although there are many high-quality talents in China, there are few innovative talents. Most college students have been in short of thinking ability and innovation ability because they have received 12 years of exam oriented education. The information level of human resource management is not high enough is another common problem in the human resource management of University at present.

Nowadays, the computer Internet technology is affecting all aspects of our life, study and work. It is very important to integrate modern information technology into the human resource development and management of University. The school often regards the guiding experiment as the "auxiliary work" outside the classroom teaching, lacks the participation of high-level teachers, lacks the overall design of experiment and practice teaching, lacks the attention and guidance to the design and research experiment, and affects the overall strength and running level of the University. Many universities have the imbalance of the proportion of teachers and students, and some universities have problems such as too few senior managers and general overmanagement, lack of senior talents and surplus of general teachers, idle senior professors and too much work for new teachers. The human resource setting of Chinese University is unreasonable, which leads to the failure of some functions of Chinese universities to be played out normally. With the development of society, the expansion of university scale and the continuous adjustment and optimization of professional structure, and more universities lack sufficient faculty, which makes the overall structure proportion of university teachers not meet the needs of university teaching and research at present.

## **3. New Mechanism of Human Resource Development and Management in Universities**

### **3.1 Building Perfect Market Mechanism of Human Resource Management**

In the innovation of university human resources management system, we should enhance the innovation consciousness, adjust and improve the whole system with advanced ideas, and clearly realize the importance of improving human resources work. University human resources must have a different assessment method according to the different jobs they do, and they cannot be evaluated according to a unified standard. Only by evaluating them according to their job requirements and job contents can we obtain fair and objective results. Human resources are important resources in universities and play an important role in the development of universities. In carrying out the management of human resources, it is necessary to establish a people-oriented development idea, and emphasize the position of talents in schools. By improving the enthusiasm and creativity of

talents, the staff's enthusiasm and sense of responsibility can be effectively stimulated. The purpose of establishing a new mechanism for the development and management of university human resources is to adapt to the development trend of world education under the conditions of market economy and knowledge economy, to establish the concept of “people-oriented” human resources development, and to formulate reasonable and effective rules for human resources development and management, so as to realize the scientific, standardized and democratic development and management of university human resources. Figure 1 shows the human resource ecosystem model.

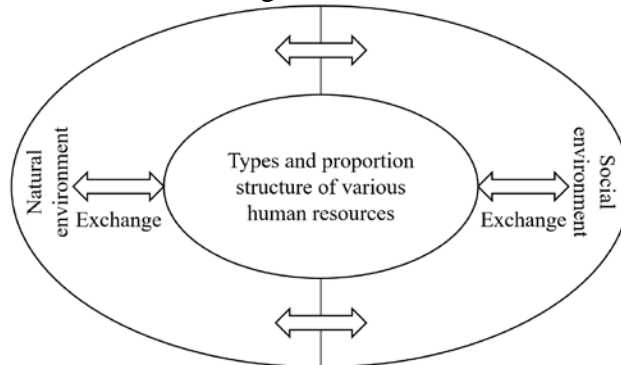


Fig.1 Human Resources Ecosystem Model

When making its own human resources management plan, university human resources management department should combine with the current situation of campus human resources, and establish a reasonable talent structure based on its own development ability and the actual needs of future human resources. In addition, it is necessary to establish a dynamic management mechanism to meet the needs of different talents that may arise. Comprehensive training should be carried out as soon as possible for existing human resource managers to change their concepts, improve their quality and enhance their management ability. At the same time, we should absorb high-level professional human resources management talents to ensure the comprehensive advancement of university human resources development and management. On the establishment of talent incentive system, human resources management departments should give full play to their thinking ability, use reasonable incentive mechanisms and methods, effectively stimulate staff's work enthusiasm, improve staff's subjective initiative, and maximize the development of university work.

### 3.2 Strengthen the Implementation of Human Resource System

In the development and management of human resources in universities, we should not only focus on the short-term training, stabilize and attract high-level academic leaders, but also focus on the long-term, and regard the cultivation of people driven by master and flag disciplines as the goal of human resources development and management, so that master and flag disciplines can drive people's thoughts, viewpoints, study styles and research methods to be passed down from generation to generation, and make the advantages of discipline groups continue. University human resources management is a systematic work, which is composed of different links such as assessment, planning, development and motivation. In carrying out the work of human resources, it is necessary to combine the work objectives of each link, effectively implement the corresponding system, and avoid the disconnection of a certain link. For the realization of the new mechanism of university human resources development and management, it is very important to optimize the external environment, which can promote the establishment of the new mechanism and improve the efficiency of the new mechanism. When China develops and implements the marketization of human resources, it should also strengthen the management and supervision of the human resources market, so that it can operate normally, and ensure the principles of fairness, fairness and openness in the human resources market, so as to protect the interests of both enterprises and workers from being harmed. In terms of talent introduction, we should handle the stable work of internal talents, combine the introduction of high-quality talents with the training of existing talents, and improve the overall level of human management in university parks.

#### 4. Conclusions

University human resources management is of great significance to the university's own development. Only by innovating the existing mechanism and strengthening the rationality of the human resources management system can the long-term development of the university be fundamentally guaranteed. As a holy place for talent training, universities must make clear their own responsibilities and important tasks, constantly update their concepts and innovative thinking, and ensure that human resources management departments play their due role in the administrative system of universities. As an institution of higher learning with intensive human resources and undertaking the task of training human resources, it is an inevitable choice for universities to develop by leaps and bounds and win in the competition. However, the transformation from traditional university personnel management to modern university human resources development and management is a complicated and long process, which cannot be accomplished overnight. The development and management of human resources in universities must explore new mechanisms, change some unreasonable systems, adapt to the development and changes of the times, improve the quality of human resources in China, and make China a powerful country in human resources.

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