Research on the Innovation and Development of Human Resource Management in Universities under the Big Data Age

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Abstract: In today's society, human resources have become the first resource. In the final analysis, competition among universities is the competition of talents. Human resources, especially the teaching staff, have gradually become an important factor in determining the competitiveness of Universities. Whether the human resources structure is reasonable or not determines the level of human resources. Aiming at the current situation that the regional layout structure in the human resources structure of Universities is not reasonable enough, the internal allocation efficiency is not high, and the academic qualifications, professional titles, ages and academic structure need to be improved, from macro and micro, qualitative and quantitative, theoretical and empirical From the perspective of analysis and discussion of the status quo, problems and optimization strategies of human resources, especially the structure of the teaching staff, it is undoubtedly more reasonable for rational allocation of human resources, improving the efficiency of human resources use, and promoting the coordinated development of regional higher education and economic society. Important theoretical and practical significance.

1. Introduction

Universities are not only the main base for cultivating talents, but also an important place for gathering talents. Like industrial agglomeration, universities and colleges all over the world are concentrated in certain specific areas according to a certain scale, especially in large cities that are political centers and economic centers, and regions with developed economies and obvious regional advantages. The spatial agglomeration and the regional layout structure of its human resources. Due to the multiple factors of politics, economy, location, history and culture, the regional distribution of universities and their human resources must be uneven. This paper analyzes the spatial distribution of human resources in Universities, analyzes the causes of the agglomeration and flow of human resources in Universities, and has undoubtedly adopted measures to effectively agglomerate and optimize the allocation of human resources in Universities, and promote the coordinated development of regional higher education and economic society. Significance. With the development of economy and society, the social status and operating environment of Universities have undergone profound changes. Universities are not only the teaching and research units in the traditional sense. It has become an important part of the national innovation system, shouldering the training of talents and technology. The responsibility of innovation, social services and cultural heritage. The size, quality and structure of human resources, especially the faculty, in Universities determine the level and comprehensive strength of a university. Aiming at the current situation that the internal structure of human resources in Universities is not efficient, the academic qualifications, professional titles, ages and academic structure are not reasonable enough, analyze and discuss the current situation, problems and optimization strategies of the human resources, especially the structure of the teaching staff. It has important theoretical and practical significance for rational allocation of human resources in Universities, improving the efficiency of human resources use, and promoting the sustainable and healthy development of higher education.

2. The relationship between big data and human resource management

At present, there are massive personal and process data in human resource management, and the

structure scale meets the requirements of big data. Therefore, big data plays an important role in the human resource management function.

Big data content varies from field to field. The "big data" in human resource management is derived from the information content of the business, materials, policies, behaviors, processes, etc. produced by the human resources department in the various tasks of "people" and "things". The types of data that can form big data include four types of data: foundation, capability, efficiency, and potential. The traditional human resource management system focuses on six modules of human resources recruitment, planning, performance, compensation, training and employee relations. However, how to deepen the utility and value of the human resources management function and inject new driving energy into it, data plays an important role and is bound to become an effective carrier for the development and transformation of human resource management systems. Some people have suggested that big data will become the seventh module in the development of human resource management systems, condensing the wisdom of management. The seventh module needs to penetrate into the top six modules to provide excellent data support for each part. The human resources of Universities are mainly composed of all employees engaged in teaching and research, administrative management and logistics services in Universities. Human resources management in Universities is to achieve the strategic goals of Universities, guided by modern science and technology and management theory, according to the development plan of Universities, the recruitment, recruitment, training development, performance evaluation, salary rewards, etc. The entire process of management. The goal is to rationally develop the potential of every faculty and staff in Universities, and strive to do their best to make the best use of it. By enhancing the core competitiveness of Universities, we will maximize the benefits of human resources in Universities, and ultimately achieve the goal of cultivating more professionals for the society and making greater contributions to the development of higher education and economic society. The key to human resource management in Universities is how to use scientific and effective methods to mobilize the enthusiasm of every faculty and staff in Universities, and exert their subjective initiative and teaching creativity to form a reasonable and effective employment mechanism to attract, retain and develop more outstanding talents. Talents to achieve the common development of universities and talents. Modern human management theory emphasizes the management philosophy and mode of "respecting people, developing people, relying on people, and being people". Therefore, human resources management in Universities should also be people-centered, respect and pay attention to individual differences, with incentive principles, investment value-added principles and As a theoretical guide, the principle of complementarity is to do a good job in the analysis, recruitment, integration, incentive, adjustment and control, and development and development of human resources, and comprehensively improve the initiative, enthusiasm and creativity of teachers, and comprehensive ability to improve the overall professional ability. Talents come together to promote the construction of college faculty and achieve the goal of efficient schooling and quality education.

3. Analysis of the structure of human resources allocation in Universities

The human resource allocation structure of Universities is an important factor reflecting the efficiency of running schools and the quality of running schools. It is also an important basis for the reform of human resources management within the school. The ratio of students to teachers, the ratio of students to students and the ratio of teachers to teachers are three measures to measure the allocation structure of human resources in Universities. Important indicators, which mainly reflect the proportional relationship between the number of teachers, employees and students. Since there are different training objectives, training methods, and training proportions among junior college students, undergraduate students, and graduate students, this leads to large differences in workload between the three. Therefore, in order to increase the comparability between schools, The number of students in the school should be properly standardized, and the key to standardization is the determination of the conversion factor.

The student-teacher ratio refers to the ratio of the total number of teachers in the school to the number of students in the school, that is, the ratio of students to teachers = the number of students in

school and the total number of teachers. When assessing the undergraduate teaching level of Universities, it is an important evaluation indicator to measure the level of running a university. A reasonable student-teacher ratio can not only ensure a higher quality of teaching, but also improve the utilization of educational resources and the school-running benefits of the school. The ratio of students to teachers in general universities in China increased from 16.22:1 in 2004 to 17.68:1. This is because the implementation of enrollment expansion policies in Universities has led to a rapid increase in the number of students enrolled in ordinary universities. The number of full-time teachers and the number of teachers outside the school are also increasing year by year. In the 11 years, the ratios of students in the four provinces except Beijing, Shanghai, Jiangsu, and Zhejiang have decreased, and the rest of the provinces have a certain increase, including Qinghai, Shanxi, Inner Mongolia, Both Guizhou and Hainan have increased by more than 20%, and Qinghai has even increased by 42.35%. The reason is mainly that the educational resources of the developed provinces are rich. With the increase of the number of college students, Universities allocate more human resources in order to improve the quality of teaching. In the provinces and regions where the economy is relatively underdeveloped, the foundation of higher education development is weak, and the rapid development of enrollment in the short-term makes the resources of college teachers relatively insufficient. Therefore, there is a phenomenon that the growth rate of students and teachers in economically developed provinces is not large or even negative. In the final analysis, this is caused by the uneven distribution of human resources in Universities.

4. Countermeasures for optimizing the structure of human resources in China's Universities

It is a high-intelligence group with special human capital in human resources. Talent flow is the basic form of talent market regulation, an ineviTable choice to realize the value-added of talents, and an important way to promote talent agglomeration and regional coordinated development. With the internationalization of talent exchange, the marketization of talent flow and the change of employment concept of modern people, China has experienced frequent talent flow patterns and regional imbalances in talent flow. The market mechanism plays a fundamental role in the allocation of human resources and market regulation. However, the frequent flow of talents driven by market mechanisms will also affect the stability and long-term development of the organization and increase the imbalance of regional talent distribution. Therefore, while effectively allocating human resources in accordance with market rules and establishing a rational and orderly flow of talents and competition, the government should also strengthen cooperation and exchanges between regions by accelerating the construction of talent market, talent information sharing platform and public service platform. Resource sharing, reforming personnel management, household registration management and income distribution system, innovating talent introduction, training, selection, use and evaluation mechanisms, increasing investment in talent innovation and entrepreneurship, and implementing macro-control and policy guidance on market mobility of talents. In particular, it supports the underdeveloped western region to attract talents and retain talents to promote the rational flow and balanced distribution of talents between regions and universities.

There is an interaction and mutual promotion relationship between the agglomeration of human resources in Universities and the development of regional economy. The more human resources a university has in a region, the more graduates are trained, the more it can accumulate human resources advantages for local economic development, and it can produce a magnetic effect, attracting more talents to gather around Universities. Therefore, while accelerating economic development and infrastructure construction, all regions should pay attention to the construction of diverse, inclusive and open urban culture, further improve the social security system, improve the level of public services, promote the rational flow of human resources in Universities, and promote regional high-level Education and the coordinated development of the economy and society. For example, the region can use its rich natural resources or long-standing cultural resources to create a green livable city and its own cultural business cards, enhance the city's cultural taste and environmental quality, thereby attracting more talents to the universities in the region; We will continue to improve the preferential policies and social security systems for the introduction of

talents, including medical subsidies, medical insurance, pension insurance, spouse placement, and innovation incentives, so as to eliminate the worries of imported talents and prevent and reduce the loss of high-level talents.

The government's preferential policies can only macro-control and guide the flow of talents, and the direct relationship with talents is the university. The salary system, incentive policies and innovative cultural environment of universities play a more crucial role in attracting and retaining talents. . Human resources are the most important resources of Universities, and high-level talents are the scarce strategic resources of all Universities. Therefore, Universities, especially those in the western regions, must focus on the actual needs of talents, and build a mechanism for talent pooling and stability, including service guarantee mechanisms, incentive competition mechanisms, and emotional management mechanisms, etc., to create treatment, to retain people, to retain people, to retain people, and to pursue careers. A good talent environment for people. For example, establish a sound salary management and assessment system to match the rewards and honors of high-level talents with their job performance; strengthen scientific research conditions and innovative team building, improve competition and incentive mechanisms, and create fair competition, teamwork, and harmonious progress. Work environment; strengthen the construction of campus innovation culture, create a good atmosphere of respecting talents, advocating innovation, and failing to tolerate; helping to solve practical difficulties and problems encountered by talents in research funding, training, housing placement, spouse work, and schooling for children, enhance their sense of belonging and centripetal force towards the school.

5. Conclusion

"The rise and fall of the national movement is tied to education." In recent years, along with the in-depth implementation of the strategy of rejuvenating the country through science and education, the strategy of strengthening the country through talents and the strategy of innovation-driven development, China's higher education reform has also been deepening, and the status and role of higher education in economic and social development has become increasingly prominent. And "education success or failure, tied to teachers", teachers are the main body of human resources in Universities, and are the key factors affecting the development of Universities and the quality of personnel training. Therefore, analyzing and exploring the regional distribution structure and internal structure of human resources in China's Universities is of great significance for further promoting the deepening reform of China's higher education and promoting the coordinated development of regional higher education and economic society.

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