

Research on the Course Teaching of Human Resource Management Based on Course Ideology and Politics in Undergraduate Universities

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Abstract: In this paper, the socialist core values are actively integrated into the “people-oriented” human resource management curriculum. In-depth excavation of the undergraduate university human resources management and ideological elements, mainly from the “choose, using, excitation, yukon, leave” five aspects, such as the professional knowledge of teaching ideological natural integration into the curriculum, the implementation of the “three education” and khalid ents, the effective combination of “human resources management” course, exploring course education of human resource management in the course of effective path.

1. Introduction

In the National Education Conference, General Secretary Xi Jinping stressed for many times that in the new era, ideological and political education should be integrated into the talent training system, and each course should give full play to the role of educating people, so as to fulfill the fundamental task of cultivating a person by virtue. It is necessary to integrate value shaping, knowledge impart and ability cultivation into one, and cannot be separated. Under the call of the national “curriculum ideological and political” policy, all colleges and universities are actively carrying out the “curriculum ideological and political” reform of all kinds of courses. Human resource management courses, taking “people” as the research object, “management” as the method and means, and “human resource development” as the goal of management courses, cultivate talents who can be engaged in human resource related work in various enterprises, institutions and other units in the future. Therefore, the integration of the “curriculum ideological and political” education concept in human resource management courses is directly related to the ideological and political quality and professional ethics of the human resource management talents trained, and will also affect the positive and sustainable development of the future organization. In the course of teaching “human resource management”, the author from the human resource management “selection, education, stimulation, application, retention” five links, into the “curriculum ideological and political education” education concept, and the effective combination of ideological and political education and human resource management course, beneficial exploration.

2. The Necessity of the Integration of “Human Resource Management” Course and “Curriculum Ideology and Politics”

2.1 Analysis of the Present Situation of Undergraduate Students' Thoughts

Higher vocational students in the new era have active thoughts, are easy to accept new things, pay attention to self-development, and pay more attention to practical employment concepts. On the one hand, most of the students are born in the 1990s and 2000s, most of whom are the only child of their family. They are highly dependent and emotionally fragile, and pay more attention to the pursuit of personalized and fashionable lifestyle. On the other hand, with the advent of the era of SG, network information has become more developed, and it has become an important carrier for young

students to obtain information and communicate with each other. However, they lack the ability to distinguish the true and false information, and some negative or even harmful information also affects or impacts the thoughts of college students. Although the quality and ability of undergraduate students have improved a lot, due to the diversity of student source channels, students' comprehensive quality is uneven, and there are some problems in learning ability, learning habits and learning attitude, which pose a great challenge to the ideological and political education in undergraduate universities. In the conversation with students in class, the author found that some students did not have a clear stage goal, did not know much about the national conditions and people's conditions, and did not have a clear understanding and dialectical thinking about various problems and difficulties in the social transition period. As teachers of undergraduate course colleges and universities have deep analysis of higher vocational students' ideological situation, take the initiative to the humanistic spirit and literacy melt of course teaching, and the ideological and political education with the combination of modern advanced education ideas and teaching methods, give full play to the role of main channel of classroom teaching, pay attention to the value of education combined with knowledge education and ability training. Enhance undergraduate course time and efficiency of the ideological and political work in colleges and universities, to apply the socialist core values as the core guiding ideology to the construction of human resource management courses, make students lead, both inside and outside class actively guide students to face and solve various practical problems independently, make culture courses and ideological theory direction and line, form a synergistic effect.

2.2 Employers' Demands for Students' Professional Quality

Different employers have different requirements for graduates' professional quality. According to the survey report on the social demand and training quality of China's college graduates in 2017-2018 released by MAX in 2019, enterprises attach more importance to students' professional quality. Generally speaking, the top priority is enterprise loyalty, responsibility, executive ability, active learning ability, active adaptation ability, innovation ability, communication and coordination ability, teamwork and communication ability. These abilities are the core competencies of the core professional qualities.[3] In 1973, the famous American psychologist McClelland proposed a famous iceberg model quality, among them, the iceberg above part is the basic knowledge and skills, change and development can be got through short-term training courses, and the tip of the following parts, role, such as values, self-awareness, quality need after a long time of exert a subtle influence on education. As people-centered human resource management courses, we often think about some question, our classroom teaching how to meet the requirements of choose and employ persons of the enterprise, competition on the graduate student education in higher vocational colleges undergraduate and graduate students, however, so we must effectively raise students' professional quality in higher vocational colleges, graduates in the career planning for better development space.[4] Employers pay more attention to the practical ability and professional quality of graduates. The school extends the vocational quality education and implementation to enterprises, and implements on-the-job training in accordance with the requirements of vocational quality training. We can use the concept of "course education" guidance to improve, in human resource management course more attractive "course education" will effectively improve the management of human resource management vision, level and management effect, so as to help students to professional people, professional knowledge, humanistic quality in the course, practice practice organic combination, Promote the comprehensive and healthy growth of vocational students.

3. Exploration and Practice of the Educational Idea of "Curriculum Ideology and Politics" in Human Resource Management Curriculum

3.1 Integrate Moral Education Idea into Teaching Objective

Modern multimedia teaching methods have helped reform the classroom model. Teachers should take the initiative to combine current affairs and politics with the latest cases of human resource

management in human resource management courses, so as to mobilize students to take the initiative to participate, think and care about the latest hot issues of the country, industry and enterprises. In classroom teaching, the teacher should be a tree set each lesson is the consciousness of the moral education position, based on teaching materials, find combining site, the author in the course of human resources management teaching in the melt of the ideological education concept and the core elements of curriculum, cultivate the students' solidarity and cooperation consciousness, competition consciousness, take the initiative to bear, self-motivation, etc. This will guide the students of higher vocational colleges to cultivate correct socialist core values and explore the concept of integrating moral education in the teaching of core courses.

3.2 Integrate Course Ideology and Politics into Five Links

3.2.1 “Choose”

With the advent of the information age, the human resource service industry has put forward new requirements for managers, including a sense of mission, professional dedication and dedication spirit. On the cognitive level, we should have a broad mind, a sense of the overall situation and the ability of structural thinking. On the behavioral level, we should have the ability of seeking truth from facts and self-management. Higher vocational education “sufficient and practical” has been unable to meet the current social talent strategic requirements. “Selection” is the primary link of human resource management, which refers to the selection of the right person to the right position. In the past courses, teachers only taught students to use various assessment tools or test questions to help us identify talents from the aspects of knowledge, ability and attitude, but neglected to guide enterprises to pay more attention to the guidance of knowledge, skills or moral character when selecting and recruiting talents. In the reform of “curriculum ideology and politics”, the author will arrange the students to have a group debate: is education background more important or moral character more important? During the debate, let the students understand that enterprises or organizations should pay more attention to a person's moral character and cultivation when selecting talents. All these are the important part of our course ideological and political reform in the link of “selecting” people. In class, we can use negative case studies or videos to illustrate the bad effects of selecting people without virtue, so as to highlight the importance of morality.

3.2.2 “Education”

A man without virtue does not stand, and the foundation of education lies in virtue. “Education” is the cultivation of organizational manpower, from “talent” to “talent” and then to “wealth”. [5] Although organizations differ in nature, industry, development stage and status, etc., they have different goals and focuses on manpower training. However, both the training programs based on the post competence model and the performance appraisal objectives focus on the skills and knowledge of employees, and the training of employees' professional qualities, including good professional mentality and professional spirit, is not enough, while the ideological and political education of employees is rarely. State units do better in this respect due to the nature of the organization than private enterprises, most of which lack ideological and political education for their employees. On the one hand, it is difficult to quantify and cultivate these aspects; on the other hand, the contribution of these factors to organizational performance is not as fast as the cultivation of knowledge and skills. Managers are not fully aware of the impact of thought motivation on action. If ideological and political education can be used to strengthen the leading role of thought, unify thought and action, create a cohesive team and a positive organizational culture, it will have a positive impact on the execution of the organization.

3.2.3 “Shock”

In the course of human resource management, a scientific and fair employee incentive mechanism is conducive to enhancing employees' enthusiasm for work. In the course teaching, in addition to let students understand the role of incentive mechanism, content, make full use of the education goal, guides the student to do not put the material rewards and monetary rewards in the

first place, cultivating students' self motivation, guides the student to reward performance standards is the effort, time, knowledge, skills, experience and create the corresponding rewards and recognition. To convey the importance of humanistic care and spiritual motivation. For example, with the improvement of people's living standards, the incentive methods in welfare and health care also have the same effect on stimulating and inspiring people. Ideological elements in course, make students realize the enterprise culture incentive is also an important incentive mechanism in human resources management, guides the student to obtain employment in the process of choosing a career focused on enterprise culture construction, enterprise culture and the realization of the staff own value, the work of identity have relations, even represent the individual ability and the prospects for development, so as to cultivate students up, good moral character, to be good Expand their spiritual realm.

3.2.4 “With”

How to exert individual effectiveness for the use of the organization is the “use” of human resource management. People are not tools. They should be respected and treated fairly in organizations. Organizations should show more humanistic care in management. People of different levels and types have different needs. For example, employees born in the 1990s value challenging work and learning opportunities, those born in the 1980s value development platforms and opportunities, and those born in the 1970s value stability and continuity of work. Organizations should arrange suitable jobs according to individual characteristics and design personalized career development plans. For example, guide students how to look at the selection process of student cadres, the “use” of cadres. In the actual cases to share or in the actual work, let the students know that in the construction of the cadre team, we should establish the mechanism of “the able, the ordinary, and the mediocre”, often carry out democratic conversation and research, carry out the cadre criticism and self-criticism work, help the cadre work reflection and improvement.[6] In the past human resource management courses, we have learned what abilities and qualities an excellent cadre should possess, but little has been said about how to strengthen the style construction of cadres. And the cadre's style is good or bad far than the level of knowledge, skill has a greater impact on the organization. Formalism, bureaucracy, autocracy and other cadres of the bad style of work, the organization is very harmful. And the ideological and political education plays an important role in the construction of cadre style, in the course reform of “curriculum ideological and political”, from this point deep people is a good combination of cases.

3.2.5 “Stay”

The normal flow of talents is not a bad thing for enterprises. However, frequent brain drain, especially the loss of important talents, will have a great negative impact on the organization. There are many reasons for leaving, such as salary, working atmosphere, development platform and so on. For important talents in enterprises, it is often more important to retain them emotionally and in career than in treatment. Emotional retention is to establish a good organizational environment, a harmonious corporate culture, and cultivate employees' loyalty and sense of mission. Career retention is to provide fair and equitable development opportunities for each employee and establish diversified career development channels. In addition, in the handling of employee relations, we should avoid contradictions and conflicts, pay more attention to employees, and establish smooth communication channels, such as leaders' Open Day, psychological counseling room, trade union activities, etc., so that employees can release pressure and negative emotions in time, reflect humanistic care, and improve employee satisfaction. In class, we will collect the corporate management cases of the top 500 “Best Employers of the Year” to dig out the important influence of ideological and political education in reflecting humanistic care and building corporate brand.

4. Reflection on the Teaching Effect of Curriculum Ideology and Human Resource Management

4.1 Take the Initiative to Change, Synergistic Development

First of all, we should change the concept of teaching and educating people. In the process of teaching and lesson preparation, teachers combine the theoretical knowledge of specialized courses with The ideological and political content of the course is naturally integrated from the outside to the inside, and the teaching team members take the initiative to build a coordinated development of the “curriculum ideological and political” theory The teaching plan, course content, course standard, teaching achievement display, and student evaluation should be guided by specialized courses and ideological value Through discussion of teaching and research activities and collision of ideas, the author realized the importance of ideological and political construction of this specialty course It is necessary and necessary to form a ideological and political education system based on professional courses.

4.2 Establish Standards, System Reconstruction

Although ideological and political education elements are actively integrated into each class, the weight of ideological and political elements in the assessment is not fully reflected. Only students The study enthusiasm and attendance can slightly represent the ideological and political attitude, and the rest of the assessment contents are related to professional courses. Think of ways to integrate ideological and political elements With the professional knowledge of the examination seamless docking, perfect integration, not only does not let the students feel monotonous test, but also to achieve ideological and political education and professional The teaching goal of the “dual track system” of knowledge education requires the teaching management department to play the guiding role of course evaluation in the teaching quality evaluation In the price system, moral education effect is included in curriculum assessment as an important observation point index. Any curriculum has an appeal to ideological and political education, These include feelings, attitudes and values. Therefore, teachers can refer to counselors, class teachers and teachers when evaluating students' moral education Class teachers and other comprehensive opinions, set up scientific and reasonable, the establishment of operational evaluation standards and indicators.

5. Conclusion

In short, under the guidance of information construction and the call of curriculum ideology and politics, the human resources around “people” in the organization are carried out Management courses present new challenges. The combination of human resource management and curriculum ideology and politics has innate advantages. Curriculum ideology and politics is a curriculum view Teachers should constantly improve the potential value output of human resources, strengthen the sense of social responsibility of human resources and the dedication consciousness of “giving up the small family for everyone”. In the course of curriculum construction, the ideological and political elements are flexibly integrated into professional classes and the educational concept of “curriculum ideological and political”, and constantly Explore a new teaching mode suitable for China's national conditions and carry forward the essence of Chinese culture, and accelerate the concept of “curriculum thinking and politics” and the course of human resources management Through professional integration, Cheng innovates working methods, explores effective paths, and realizes one person of LiDe tree, moistens things silently.

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