

On the Importance of Chinese Traditional Culture in the Ideological and Political Construction of Higher Vocational Human Resource Management Courses

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Abstract: The application and integration of Chinese traditional culture in the ideological and political construction of human resource management professional courses in higher vocational colleges is not only an important trend of the actual needs and the development of the times, but also can deeply implement and implement the needs of my country in the cultivation of human resource management professionals. Ensure that the human resource management talents currently trained have Chinese characteristics and make important contributions to the great rejuvenation of the Chinese nation. In the process of constructing ideological and political courses of human resource management in higher vocational colleges, it is necessary to pay attention to the value and role of traditional Chinese culture in it, and strengthen the exploration of the ideological and political elements, which is important for training high-quality and high-level ideological quality Talent has a positive role in promoting.

1. Introduction

Our country attaches great importance to the cultivation of talents in colleges and universities, and clearly requires the use of classrooms, an important channel of ideological and political education, to promote ideological and political theory courses and other courses in the right direction, and form synergy and same direction. Use the ideological and political education elements contained in the professional courses to give full play to the educational value and functions. And Chinese traditional culture can help students strengthen their ideals and beliefs, professionalism, cultivate patriotism, improve learning ability, exercise professionalism, and practice and cultivate socialist core values. This has a very important influence on the professional human resource management of higher vocational education.

2. The Importance of Chinese Traditional Culture in the Ideological and Political Construction of Higher Vocational Human Resource Management Courses

2.1 The Choice of Overcoming the “Westernization” Tendency of Higher Vocational Human Resource Management Personnel Training

At present, globalization and my country's reform and opening up have become an important and irreversible trend. Therefore, our country attaches great importance to the introduction of Western human resource management theories, and constantly introduces and translates Western human resource management works. These theories are in our corporate human resources. It has high value and function in the process of scientific and effective management. In this context, the human resource management major in colleges and universities is basically based on Western human resource management theories and works in terms of talent training programs, such as career anchors, balanced scorecards, employee assistance programs, and Hofstede's cultural differences Theory and Korotkoff's four-level evaluation theory. Under the guidance of these curriculum theories and curriculum content, the trained talents cannot apply these theories to China's human resource management problems. The fundamental reason is that Western theories are based on their

own country's realities, so when they are applied to our country's human resource management issues, they will not be applicable. Therefore, using traditional Chinese culture in the ideological and political construction of human resource management professional courses in higher vocational colleges can not only correct and overcome the "westernization" tendency in the process of human resource management talent training, but also improve the ideological awareness of human resource management students Level [1].

2.2 Ability to Train Human Resource Management Talents with Chinese Characteristics

In the development process of our country, in addition to the support of technical talents, it also needs high-quality and high-level managers to manage and motivate employees, so that employees can give full play to their value and role to promote the enterprise, society and National development and progress. Therefore, it is necessary to cultivate human resource management talents who can fully understand the culture and people of the country. Chinese traditional culture has a strong guiding role and value for the ideological and political construction of human resource management majors, and promotes the human resource management talents to be more in line with China's needs, with Chinese characteristics and essence; in addition, it promotes human resource management majors Students master the quintessence of Chinese traditional culture and shape their own good professional spirit and cultivation. The Chinese traditional culture has condensed the wisdom of the ancients and the profound national spirit, which has a strong ideological and political education value. For example, Confucian benevolence, justice, courtesy, wisdom and trust, Taoism's combination of rigidity and softness, and military strategists' singularity and integrity are important ideas that human resource managers should possess [2]; in addition, Jin merchants and Hui merchants have a century of business history The charm of personality displayed by the Central Management Institute has an extremely important value and role in cultivating and training students' correct life values; the last is to help students majoring in human resource management to cultivate patriotic feelings and build up students' self-confidence in their own nation . The ideological and political courses of the human resources major incorporates traditional Chinese culture into it, so that students can better cultivate and practice socialist values and become responsible, broad-minded, passionate and responsible management talents.

2.3 Implement the Requirements of "Creative Transformation" and "Innovative Development"

Traditional Chinese culture is the spiritual driving force for the development of our people, and it is also the deepest cultural soft power of the Chinese nation, enabling our country to lay a solid foundation in the torrent of world culture. General Secretary Xi Jinping emphasized that the great rejuvenation of the Chinese nation requires the development and prosperity of Chinese traditional culture to promote innovative development and creative transformation of Chinese excellent traditional culture, and to increase the influence and appeal of Chinese culture in the world. Therefore, the Ministry of Education issued the "Opinions on the Implementation of the Project of Inheritance and Development of Chinese Excellent Traditional Culture" in 2017. Therefore, this also shows that the ideological and political construction of human resource management in higher vocational colleges is to implement the requirements of "creative transformation" and "innovative development" [3].

3. Chinese Traditional Culture in the Ideological and Political Construction of Higher Vocational Human Resource Management Professional Courses

In order to cultivate human resource management talents with Chinese characteristics and implement the requirements of "creative transformation" and "innovative development", it is necessary to integrate Chinese traditional culture into the ideological and political construction of human resource management professional courses, and to explore the curriculum The ideological and political elements in the ideological and political elements can improve students' ideological level.

3.1 Increasing Traditional Cultural Courses and Exploring the Ideological and Political Elements of the Courses

When cultivating talents in higher vocational human resources management majors, it is necessary to strengthen students' awareness and initiative in learning traditional culture, and increase appropriate traditional culture courses. In order to meet the talent training requirements of “creative transformation” and “innovative development”, various classic ideas and contents of Confucianism, Taoism, Legalism, Militaryism, and Buddhism in the excellent traditional Chinese culture can be used to develop corresponding courses, such as Increase the professional courses of “China's Human Resources Development Strategy and Policy” and “Chinese Studies and Management” professional basic courses; or combine human resources with classic bibliographies to increase professional elective courses, such as “Human Resource Management and the Book of Changes” and “Human Resources” Resource Management and The Analects, etc. Using such methods and methods to establish the teaching goal of cultivating morality, refine and condense the sense of responsibility, patriotism, and morality of ancient sages, not only can help students improve their professional ethics and accomplishments, but also Promote the establishment of correct life values, professional ethics, and improve one's own human quality; in addition, cultural classics should be regularly recited in the curriculum. Human resource management students should pay attention to timely reading cultural classics, from which the traditional Chinese opera management wisdom, and at the same time combine with the development direction and spirit of the new era, so as to form a comprehensive, accurate and effective understanding and cognition. Improve students' professional standards in human resource management.

3.2 Constructing a Multi-Dimensional Path of Integrating Chinese Traditional Culture into the Ideological and Political Courses of Human Resource Management

3.2.1 Classroom Teaching

Classroom teaching is the main channel for the integration of ideological and political courses of higher vocational human resource management and Chinese traditional culture. According to the specific goals and positioning of higher vocational human resource management professionals, it is necessary to integrate Chinese traditional culture, “creative transformation” and “innovative development” into the curriculum system, and formulate specific curriculum ideological policies according to the actual situation of students Construction plan and formulate specific construction plan. To combine Chinese traditional culture with ideological and political courses in human resource management, it is necessary to start with professional courses, ideological and political courses, and general education courses, and integrate the teaching content. At the same time, pay attention to the outstanding traditional culture. Positive elements are the themes of curriculum development. Teachers should combine these themes with the content of human resources professional courses, taking into account the systematic and coherent professional knowledge content, so that students can more easily accept these teaching content, and then realize curriculum ideology the unity of construction and education and teaching methods [4].

3.2.2 Base Practice

Human resource management talents in higher vocational colleges can establish partnerships with other Chinese studies units, and jointly explore how to conduct ideological and political construction in the major through cooperation. At the same time, these units can also have a positive impact on the training of faculty and scientific research. In addition, to promote more in-depth cooperation between schools and bases, to encourage students to participate in internships and practice during the holidays. Teachers also need to go to these units to continue their studies and exercise their traditional Chinese cultural literacy and first ; Thirdly, the base and the school should jointly develop management courses and incorporate traditional culture into them, so that under the influence of China's excellent traditional culture, human resource management courses can truly demonstrate the humanistic spirit and management wisdom in them, so that students' ideology and morality The level has been steadily improved [5].

3.2.3 Make Full Use of the Network Platform to Expand students' Learning Space

Adopt diversified paths and methods to promote human resource management students to increase their interest and confidence in learning traditional culture. Through the ideological and political education resources contained in the study of traditional culture courses, students can guide their behaviors, ideological and moral cultivation and values correctly, and follow the unity of heuristic teaching and indoctrination teaching, explicit and implicit teaching a combination of diversified education and teaching methods. For example, students can tell themselves, learn independently, and demonstrate in class. It is necessary to actively use various teaching resources on the Internet to expand the existing learning range, guide students to improve their own self-learning ability, and consciously inherit the excellent cultural connotation.

3.3 Innovative Ideas to Promote the Reform of the Teaching System

Learning traditional culture and the humanistic spirit inside and outside it is not a process of mastering a simple technology, but a process of using its excellent parts to lead values, experience emotions, perceive images, and practice "the unity of knowledge and action". Therefore, traditional cultural construction human resource management professional curriculum ideological and political has an important role and value, which also requires innovation, especially in the education goals of the major emphasizes ideals and beliefs education and morality, and changes the traditional professional construction and curriculum construction. Ideas, perfect the existing curriculum ideological and political teaching system. In the human resource management major, it is necessary to organize excellent teachers to compile teaching materials, teaching plans, syllabus, and course handouts [6]; and the superior leaders should take care of promoting traditional Chinese culture into the classroom, classroom and students' minds. First of all, we must use a professional and high-quality teacher team to find a suitable theme for curriculum ideological and political construction, take high-quality courses as the main starting point, scientifically position the courses, integrate the existing course content, and create a high-quality And systematic human resource management professional curriculum ideology; secondly, attention should be paid to the joint construction of classroom teaching and second classroom, continuous innovation of existing teaching methods, and the combination of online and offline teaching to increase students' Traditional culture and human resource management professional knowledge; in addition, the higher vocational human resource management major should pay attention to the combination of theory and time, so that students can experience various cultural heritage, and infiltrate the core values of cultural heritage into students' In the heart, it promotes students to become talents and become a complete person in spirit [7].

3.4 Establish a Scientific and Reasonable Teaching Management and Quality Evaluation System

First of all, the school teaching management department should give full play to the guiding role in the course evaluation. The moral education part should be quantified and included in the course assessment, and it should be observed as an important indicator, and it should also be included in high-quality and high-quality courses. Set up corresponding moral education evaluation indicators; in addition, curriculum evaluation should take into account the overall development of human resource management professionals, adhere to the principle of the integration of knowledge and action, realize diversified evaluation modes, and guide students to correctly understand, analyze and solve problems. With scientific and systematic self-recognition and evaluation, it further shapes its complete outlook on life, values and world outlook. For example, students can be allowed to show filial piety to the elderly in a specific way at home, be kind to others outside, unity and help each other, endure hardships and stand hard work, and help the society, etc., which can all become students' practical achievements.

4. Conclusion

The talents trained by the human resource management major of higher vocational colleges must

not only possess the skills of managers, but also possess good professional ethics, ideals and beliefs and life values. Therefore, in addition to introducing advanced western management theories and experience in training and education, it is also important to allow talents to strengthen the learning of the country's excellent traditional culture, and use various methods to realize the idea of leading human resource management students. By enhancing the synergistic effect of ideological and political education, the ideological and political courses of human resource management are formed in the same direction, and talents that meet the needs of social development are cultivated.

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