

Optimization of the Content System of Human Resource Management Course under the Background of Innovation and Entrepreneurship

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Keywords: Human resource management; Curriculum system; Teaching reform; Innovation and entrepreneurship background

Abstract. Human resource management is a management course offered by many schools in China. The establishment of this course lays the foundation for cultivating excellent enterprise management talents. However, the human resources management course of colleges and universities contains too many theoretical components, which reduces the applicability of human resource management teaching. It is imperative to reform the human resources management curriculum system and teaching content. In this regard, this paper explains the human resources management curriculum system of colleges and universities from the aspects of innovative teaching objectives and curriculum structure, discusses the reform and practice of human resources management curriculum system and teaching content in colleges and universities, and hopes to provide help and advice for the development of human resources management in colleges and universities.

Introduction

Implementing the innovation-driven development strategy and promoting entrepreneurship to promote employment is the necessity of the development of the times. Under such an era, innovation and entrepreneurship as a new educational concept into the reform of higher education is a question that we should attach great importance to and think deeply. Applied colleges are produced along with the background of higher education popularization. They are undergraduate colleges with college education as the main body, application-oriented talent training as the typical feature, and education quality as an important task. As a university, it is mainly aimed at cultivating students' professional skills and practical innovation ability. Therefore, the reform of practical teaching system has become the key to the cultivation of innovative and entrepreneurial talents in applied universities. In addition, due to the development of higher education and the continuous expansion of the scale of college graduates, the employment pressure of college graduates has become an objective fact. Nowadays, in the face of such a severe employment situation, strengthening college students' innovation and entrepreneurship education is an inevitable channel for application-oriented colleges to improve the employment level of graduates. The human resources management major is a practical and highly operational specialty in colleges and universities. It requires students to have strong hands-on practical skills. Therefore, for the human resources management majors of colleges and universities, improving students' practical ability and innovation and entrepreneurial ability, and further optimizing the reform of the practical teaching system of human resources management is an important task of human resources management in colleges and universities.

Teaching Status and Problems of Human Resource Management Course

Problems and Reasons for Teaching Content. The human resources management course content includes human resource planning, job analysis, staff recruitment, employee training and development, performance management, compensation management and career management. Although most of the textbooks cover these points of knowledge, some textbooks lack the practical application part. For many college students, the theoretical content of human resource management

is that they are rarely accessible in daily life. Many colleges and universities often use a textbook as a reference in teaching, and focus on the teaching of theoretical knowledge in teaching materials. With the lack of technology, there is no corresponding practical training and operational guidance for students. The students focus on “listening, remembering, and backing” and lack the ability to translate theoretical knowledge into practical operations, resulting in disconnection between teaching content and corporate needs. In addition, the main target of human resource management work is people, and different people have different personality characteristics. People in different periods have different spiritual and material needs, and human resources management work for different eras should also be different. In the context of the current "innovation and entrepreneurship", it is necessary to have new generations of independent analysis, judgment, decision-making and enterprising spirit, innovative spirit and adventurous spirit. This can only be achieved by the teaching of theoretical knowledge.

Problems and Causes of Teaching Objectives. The ultimate goal of human resource management is to achieve the best match between human and material resources in the organization. The teaching goal of the human resource management course is to enable students to master the relevant theories and functions of human resource management, and to be familiar with the practical operation process of human resource management. Being able to grasp the core idea of people-oriented in the exercise of the relevant functions of human resources management, establish the strategic awareness of human resource management in organizational management, and integrate human resources management knowledge with other management knowledge learned. Ultimately, it can achieve practical ability to improve analytical problems and solve problems.

However, some schools have deviated from the goal of cultivation. The evaluation of the human resources management course of students has focused too much on the written test results. Through a test paper, students are judged to master the knowledge content of the course, while ignoring the test of students' practical skills and knowledge application level. Because the student's transcripts have a certain effect on the students' job hunting, escrow and admission to the graduate students, the students have to follow the teacher's teaching arrangement in order to get high scores, and the learning objectives have become the pursuit of high scores, focusing on the theoretical knowledge of the textbooks, while ignoring the operational practice of applying theoretical knowledge to human resource management practices.

The Cultivation Mode of College Students' Innovative Quality in Human Resource Management

With the continuous advancement of science and technology and the continuous improvement of productivity, competition in the global world is becoming fiercer. Knowledge economy and technological innovation have become a highlight of global economic development. Economic competition is ultimately the competition of talents and technology, which country has sustainable innovation capability and a large number of high-quality talents, which country will occupy a favorable position in the future competition. The cultivation of talents must fundamentally depend on the progress of national education. The third national education work conference repeatedly emphasized that the main task of national education reform and development is to reform the talent training mode and comprehensively implement quality education. Under the new situation, it is proposed that the reform of the training mode for college students has the following significance.

Improve the Innovation Ability and Level of College Students, and Lay the Foundation for Building an Innovative Country. China's economic development mode is gradually changing from extensive to intensive, and intensive economic growth mainly depends on technological progress and labor productivity. Therefore, in the future, China's economic development will inevitably rely on its own innovation ability and take the road of independent innovation. In the new century, the Chinese government has proposed to adhere to independent innovation and take the strategy of strengthening the country through talents. The innovative model of college students provides guarantees for cultivating innovative talents and lays the foundation for building an innovative country.

Improve the Employability and Competitiveness of College Students and Adapt to the Needs of Market Economy Development. Under the conditions of market economy, the two-way employment mechanism is adopted. The employment of college students is no longer distributed by the state. On the one hand, enterprises and employers have sufficient autonomy to choose. On the other hand, it puts forward new requirements for the cultivation of the ability of college students who are about to enter the society. With the full expansion of the university, the employment pressure of college students has become more prominent, and the competition for job hunting of college students has become more intense. This requires contemporary college students to establish a correct concept of employment, focus on self-cultivation, and accumulate job-seeking skills, keeping improving and reflecting their own value. The quality of talent training is the ultimate measure of education training mode. Therefore, in order to improve the competitiveness of college students and improve the quality of talent training, it is necessary to fundamentally change the training mode of college students, adjust the curriculum in a timely manner, introduce the content of vocational education, and actively guide students to do well in life planning and achieve self-worth.

Promote the Comprehensive Development of Students and the Development of Personality, and Lay the Foundation for the Lifelong Development of Students. The cultivation of innovative talents focuses on the all-round development of students, pays attention to the cultivation of students' ability in all aspects; improve students' independent learning ability, and guides students to establish the concept of lifelong learning; improve students' ability to innovate, cultivate students' courage to explore, dare to be the pioneering spirit of innovation; improve students' practical ability, and train students to use knowledge flexibly to solve practical problem. Under the new training mode, everyone can become talented. It pays attention to the situation, pays attention to teaching students according to their aptitude, respects the individuality development of talents, pays attention to the individual value of people, fully taps the individual potential of students, and exerts individual subjective initiative. Our university education is not limited to imparting existing knowledge in books, but more importantly, shaping the personality of students, transforming students' way of thinking, and guiding students to establish a correct world outlook, values and outlook on life, which will have a profound impact on the lifelong development of students and become a spiritual wealth that will benefit students throughout their lives.

Reform of Human Resource Management Course System under the Background of Innovation and Entrepreneurship

Innovation Reform of Teaching Purposes. In order to further adapt the curriculum system to the educational needs, the teaching objectives of the human resources management course can be designed more comprehensively and meticulously. It is one of the feasible reform methods to cultivate specific competence as a teaching purpose. The teaching objectives of the human resources management course in colleges and universities should include the following aspects. Firstly, to enable students to acquire the ability to formulate human resources plans, including the collection and processing of organizational information, the formulation of job analysis, the determination of job analysis methods, and the job description professional, human resource planning, etc. Secondly, to enable students to acquire the ability to recruit and configure employees reasonably, and to require students to learn to develop recruitment plans, prepare job advertisements, select appropriate recruitment channels, organize interviews, design interview questions, etc., evaluate interview results and sign labor contract and entry procedures. Thirdly, students are required to master the skills of performance appraisal, compensation management, training and development. The design of such teaching aims to make the teaching more purposeful, the teaching evaluation is more targeted, and the teaching results are more obvious.

Innovative Reform of Teaching Arrangements. Modern education emphasizes targeted instruction to students, rather than enticing the curriculum to students. Therefore, colleges and universities need to face the learning needs of students. For example, for students' career planning, students are set to focus on different teaching, and some students are very interested in the recruitment work in human resource management, which is the key content of future career choices.

Therefore, it is necessary for schools to bring these students together and arrange practical teaching related to recruitment in human resource management so as to focus on developing students' practical ability.

Reform of Teaching Contents of Human Resources Management in Colleges and Universities under the Background of Innovation and Entrepreneur

Reform of Theoretical Teaching Content. The practice of reforming the human resources management curriculum system in colleges and universities requires the reform of teaching content as the basis. In the actual teaching process, the content of theoretical teaching should be changed. Although the teacher should still arrange the content according to the teaching materials and the syllabus in the classroom teaching, in terms of content display, it is necessary to be ingenious in order to meet the requirements of the curriculum system reform. For example, in the teaching of the selection of performance appraisal methods, if teachers only follow the theoretical methods and implementation steps in the textbooks, they still cannot achieve the purpose of cultivating students' practical ability. Therefore, it is necessary for teachers to present classroom teaching content in a task mode so that students can truly feel the difference in evaluation results under different performance appraisal methods. Only in this way, students' knowledge of human resource management knowledge and ability will be increased.

Reform of Practical Teaching Content. In addition to reforming the content of theoretical teaching, the practical teaching content of human resources management courses in universities should also be changed. In the past, the practice of human resource management courses was usually carried out by teachers using simulated practice in the classroom. There were few practical and realistic practical teachings, and the content of practice was similar to the teaching materials. Such practical teaching is not conducive to the development of students' ability. It is recommended that schools create conditions for students to develop practical teaching space for simulation, such as providing an office as a place for practical teaching, enabling students to practice in a real environment, turning teaching into a solution to work problems. In addition, it is also necessary to adopt a mixed practice teaching between grades and classes so that students can understand and understand the human resource management practices through mutual communication and learning.

Summary

This paper makes a useful exploration in the research of the cultivation and evaluation of college students' innovative quality from the perspective of human resource development. It is of great practical significance for the country to develop potential human resources (that is, college students) and promote the construction of a national innovative talent system. Although it is innovative at the entry point and theoretically, and combined with modern technology in practice, it requires more disciplines such as education and management, philosophy and economics to study this complex problem, and more important is the forward-looking orientation of theory and guiding ideology. Therefore, there are still many problems in the cultivation of college students' innovative quality, which deserve further discussion. The cultivation of college students' innovative quality is not only the task of the university, but also an important reserve of the human resources of the state and society. It is an important force for the innovation and construction of China.

Acknowledgements

This research was supported by Science and Technology Innovation Think Tank Project of Liaoning Science and Technology Association (project number: LNKX2018-2019C37), and Project of Dalian Academy of Social Sciences (project number: 2018dlskyb223)

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