

Exploration on the Construction of Ideological and Political Education Teams in Universities Based on Human Resource Management

Yang Yuan

Shandong Vocational College of Industry, Zibo, 256414, Shandong, China

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Abstract: In the process of building socialist spiritual civilization in our country, the importance of ideological and political education is unquestionable, and effective ideological and political education has improved the comprehensive quality level of our people and made our society more stable and harmonious. Ideological and political education is an important force in promoting the construction of Chinese social civilization. In this regard, combined with the issue of human resource construction, detailed explanations and discussions were conducted from different perspectives on how to strengthen the construction of the ideological and political teacher team. Based on the experimental results of modern management psychology, it can be seen that in order to retain talents, on the one hand, it is necessary to rely on good salary and incentive measures, and on the other hand, it is also necessary to rely on the working environment, atmosphere, and leadership personality charm of the department. Only in this way can we retain talents and enable them to wholeheartedly serve the teaching and education of the school. From the perspective of human resources, this article explores the path of building a good ideological and political human resource team in universities, and combines HRM (Human Resource Management) theory to deeply elaborate from the perspectives of overall environment construction, team management, team training, etc., in order to create a more practical ideological and political human resource team in universities.

1. Introduction

In the process of carrying out ideological and political education, colleges and universities should fully consider the rational use of human resources, find out the existing ideological and political teachers' strength, make reasonable distribution, and also predict the demand of ideological and political education teams in the future, so as to provide students with a good education and ensure the smooth development of ideological and political education[1-2]. Different from labor resources, human resources usually refer to: "the population with intellectual and physical labor ability that can promote the whole economic and social development." In this process, it includes a series of factors such as people's innovative ability, intelligence, skills and mental health. Strengthening the construction of human resources team means combining modern human resources methods to train, shape and evaluate people, so as to more fully tap their potential, let them play their role in a post, make people give full play to their talents and really improve the utilization efficiency of talents in different positions [3]. Talent management has not yet transitioned from the traditional personnel management stage to the strategic HRM stage, lacking overall and guiding thinking; Talent work has not been brought into the overall strategic height; The development and management of human resources lacks integrity and systematicness, and its strategic human resource development and management system needs to be improved; The performance appraisal mechanism and training mechanism need to be improved; A good environment for stimulating the growth of talents has not yet formed [4-5]. In order to gain the competitive advantage with public universities and improve the core competitiveness of private universities, we must solve the problem of the construction of teachers in private universities from a strategic perspective. The key to doing a good job in ideological and political education in colleges and universities lies in talents, that is, the ideological and political teachers in colleges and

universities. How to fully tap and play the role of this part of educational talents is the key issue discussed in this paper [6]. In this regard, combined with the problem of human resources construction, this paper expounds and discusses in detail how teachers with high work efficiency, high responsibility, and significant contributions should be rewarded to achieve a clear HRM system of rewards and punishments. Teachers with low work efficiency and poor work response should be given training. In severe cases, other teaching tasks can be arranged to ensure the overall quality of the ideological and political education teaching staff.

2. Introducing human resources for ideological and political education teams in universities

2.1. Career attraction

For today's intellectuals in our country, this job in the education industry has a high degree of attraction to them, because they not only value career development, but also crave satisfaction from their work. The nature of the education industry gives the position of a teacher relatively more autonomy. For ideological education work, schools should first clarify the quantity to be completed, how many people are needed, what kind of ideological education talents are needed, and when, where, and where to obtain such talents[7]. At the same time, how to arrange and cultivate these talents after obtaining them are all issues that need to be deeply considered and explored in human resource planning. When universities introduce excellent teaching talents, they can use this as a stepping stone to create a magnetic field centered on the development of ideological and political education, attract high-quality ideological and political education teaching talents, and emphasize the importance of free growth space while recruiting, so that the autonomy of the teaching team can be fully guaranteed, giving them space to expand their skills, and allowing excellent teaching talents to flock to them[8].

2.2. Work environment

If we want to keep the ideological and political teachers and strengthen the management of human resources, we must first build a good environment and atmosphere for the teachers, so as to better motivate teachers to be positive in their posts and give full play to their work ability[8]. In today's China, the higher education environment is facing some challenges. Part of the reason is the insufficient emphasis on ideological and political education, which has led to a decrease in the teaching enthusiasm of ideological and political education teachers and affected the improvement of teaching quality. Although many excellent teachers have been introduced, they often find it difficult to fully realize their potential in this environment. Therefore, to retain talents, we need to start from the following three aspects, as shown in Figure 1.

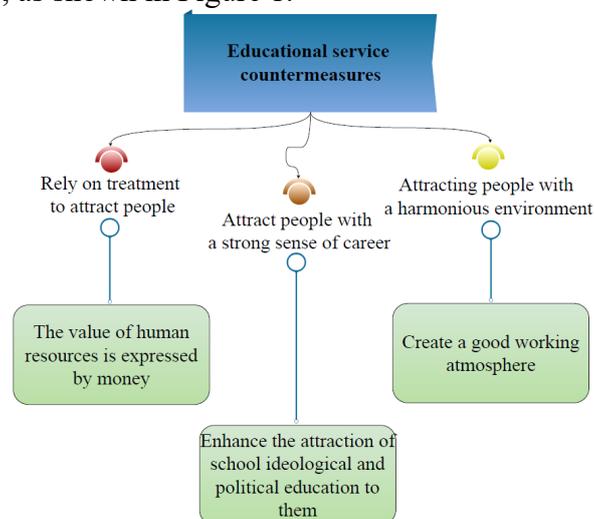


Figure 1 Education Service Countermeasures

In order to give ideological and political education talents more space and opportunities for

personal growth at work, so that they have more opportunities to stand out in development. For ideological and political education, it is necessary to create a good working atmosphere for them [9].

2.3. Excellent pay and conditions

The market economy advocates the rational allocation of social resources, and talent resources are one of the most critical resources. The most tangible manifestation of talent resources is monetary value; Therefore, if Chinese universities want to introduce high-level faculty talents, they should improve their treatment and use favorable treatment as a banner to attract high-level talents, which is also determined by objective laws. From the perspective of a market economy, as a modern resource, the value of human resources also needs to be expressed through monetary means. The higher the value of a person, the higher the monetary value it embodies. By strengthening career satisfaction, we can attract more outstanding talents and enhance the attractiveness of ideological and political education in schools to them. At present, Chinese universities have proposed various benefits to give preferential treatment to new talents, including settling in fees, housing, class fees, etc., which provide favorable conditions for Chinese universities to introduce excellent teaching talents.

3. Cultivate the ideological and political education team in colleges and universities

3.1. Strengthen the structural optimization of ideological and political teaching team

China's colleges and universities should improve the structure of ideological and political education teachers, rationally adjust the gender ratio of teachers, and ensure that the main force of teachers is young and middle-aged, and the academic qualifications are undergraduate-based. To improve the level and level of the whole ideological and political education team, we must strengthen the optimization of the whole talent team. First of all, it is necessary to rationally optimize the ratio of men and women in the ideological and political education team, which is the need of work and the requirement of educational objects; Secondly, gradually increase the proportion of young and middle-aged teachers, thus providing talent reserves for team training; Thirdly, introduce the demand for highly educated talents, and focus on the academic structure with master's degree as the core and doctor's degree as the foundation; Finally, scientific and reasonable collocation should be carried out in discipline collocation, such as introducing various majors and disciplines such as literature, science and law to promote the overall comprehensive quality.

3.2. Improve assessment and incentive mechanisms

In order to ensure that ideological and political education workers can realize their personal value in universities, universities should also develop scientific and reasonable evaluation and assessment mechanisms, promote the self-improvement of ideological and political education workers, and also ensure the quality of the human resources team of ideological and political education. Compared to traditional human resource management, the core of strategic human resource management in a school environment lies in actively participating in the overall decision-making process of the school and fully unleashing the potential of faculty and staff [10]. This involves using SWOT models to analyze the internal conditions and external educational environment of schools, in order to plan and coordinate within a strategic, holistic, and global perspective. In the school environment, the stock of human capital, human resource management strategies, faculty employee relationships, and their behaviors are key elements for building a school's competitive advantage. The human resources department of the school needs to communicate closely with various colleges and departments to develop and implement a comprehensive human resources strategy to support the school's teaching and research goals. This integrated management method helps to optimize the allocation of teaching staff, improve work efficiency and education quality. The specific description of the interrelationships between these elements can be found in Figure 2.

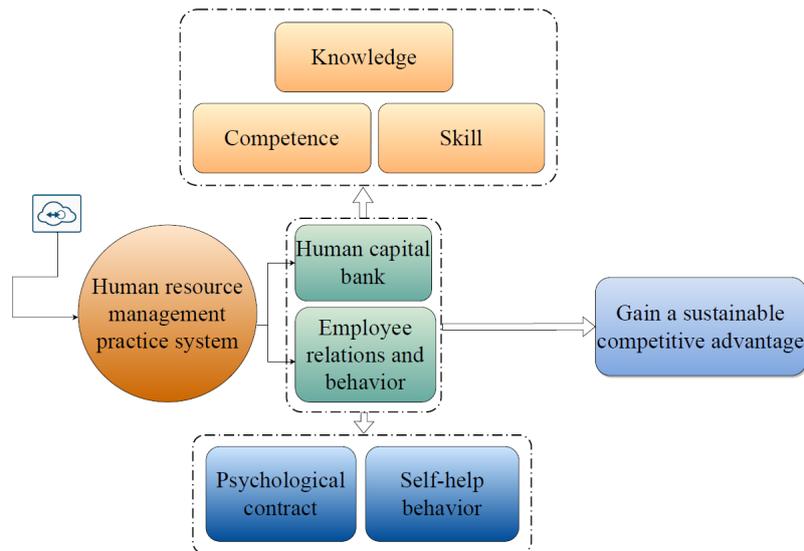


Figure 2 Strategic Human Resources Model

In this regard, schools should establish a dedicated assessment office to conduct detailed assessments for each position. On the other hand, strengthen the construction and improvement of incentive mechanisms. Clearly require each secondary college to develop a detailed responsibility and assessment system for party, government, and youth league cadres, counselors, ideological and political theory teachers, and party branches, so that each position and individual in the school has clear work standards and tasks. The incentive mechanism, as an important part of HRM, plays an extremely important role in enhancing the work enthusiasm of the ideological and political education team. Based on human resource planning and job analysis, select and hire suitable talents through various channels, and assign them to appropriate positions to meet the organization's demand for human resources. On the one hand, personnel recruitment and allocation are based on the needs of organizational strategic goals, selecting and allocating talent resources. Through effective recruitment and allocation, employees' interests and talents are aligned with job requirements, and they are fully utilized, thereby reducing employee turnover rates and stimulating their creativity. At the same time, it is also an effective means of motivating employees and an important guarantee for achieving organizational goals. Teachers with high work efficiency, high responsibility, and significant contributions should be rewarded to achieve a clear HRM system of rewards and punishments. Teachers with low work efficiency and poor work response should be given training. In severe cases, other teaching tasks can be arranged to ensure the overall quality of the ideological and political education teaching staff.

4. Conclusions

In a word, there is no doubt about the importance of ideological and political education in the current college education, but because of the complicated social environment, the implementation of ideological and political education is facing great challenges, and the implementation pressure of ideological and political education in colleges and universities can be alleviated to some extent by developing the human resources team of ideological and political education. The nature of the education industry gives the position of a teacher relatively more autonomy. For ideological education work, schools should first clarify the quantity to be completed, how many people are needed, what kind of ideological education talents are needed, and when, where, and where to obtain such talents. Appropriate training methods help teachers to understand the training content more easily. Colleges and universities should use information technology to train teachers and use modern technologies and means to make teachers learn better. From a positive point of view, new technology makes people's life more convenient, and it also makes education and teaching more convenient. The choice of training methods in colleges and universities can make teachers more enthusiastic about participating in training, so as to achieve the purpose of making teachers grow

and improve. Only by developing the ideological and political education team from the perspective of human resources development, specifically from the aspects of human resources planning, HRM and career planning, can we better introduce and retain high-level ideological and political education team and lay a solid talent foundation for the future development of the school.

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