

Research on Digital Upgrade of Human Resources Management Professionals in Higher Vocational Education

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Abstract: As a functional service occupation for social and economic industries, its work content, working methods and workflows should be transformed rapidly with the overall industrial upgrade, and the industrial upgrade and the development requirements of the entire industry should be quickly adapted to the overall industrial upgrade. With the promulgation of the "Fourteenth Five -Year Planning of the National Economic and Social Development of the People's Republic of China and the Outline of the 2035 Far View Target", the digital upgrade trend of the entire industry has been further strengthened, and the requirements for human resources management and human resources services are also synchronized. Improvement, thereby also put forward great challenges to the training of talents in this major. As a type of higher education for cultivating high -quality technical and skills talents, vocational education should also quickly upgrade talent training goals and specifications, focus on digital upgrading to match the needs of industrial upgrading.

Keywords: Human resources management; talent training; digitalization; professional upgrade.

1. Introduction

According to the requirements of the "Fourteenth Five -Year Planning of the National Economic and Social Development of the People's Republic of China and the Outline of the 2035 Far View Target", human resources management and human resource service occupations, as the support and service occupation of the entire industry, are carried out with the overall industry upgrade. The needs of industry and professional transformation are extremely urgent [1]. It can be seen through a large number of investigations and discussions that when the graduates of this major are at the beginning of their jobs, most of the employers need to conduct secondary training on informationization working methods and workflows. Modern work methods are matched, which leads to insufficient competence in the early stage of the job and difficult to enter the working state quickly. With the rapid development of the Internet industry and artificial intelligence industry, new challenges have also been put forward on supporting human resources management. Traditional human resources management work modules and working methods can no longer fully meet the requirements of the new industry ecology. We ushered in rapid development. At the same time, according to the requirements of the "Fourteenth Five -Year Plan for the Development of the National Education Institute", vocational education needs to further connect new industries, new formats, and new models. In order to meet the needs of optimization and upgrading in various types of human resources management fields, connect human resources management and human resource management and human resources management and connection The new trend of digitalization, networking, and intelligent development of the service industry has urgently needed upgrading and transformation of professional talent training, and provided a steady stream of high -quality technical and technical talents for the development of the professional.

2. Analysis of the Needs and Supply of Digital Talents of Human Resources

With the rapid development of the Internet and artificial intelligence industry, the competition of new technologies, new models, and new formats has emerged. In recent years, my country's digital economy has flourished, and the industry scale has continued to grow rapidly. According to the statistics of the Ministry of Industry and Information Technology, from 2012 to 2021, my country's digital economy has increased from 1.1 trillion yuan to over 45 trillion yuan, and the proportion of digital economy accounts The growth rate is fast. According to the "Digital Talent Management Report from the present to the future-2021 China Human Resources Management Annual Observation Report" released by the Beisen Talent Management Research Institute in 2021, through investigation and analysis of the status quo of more than 600 Chinese enterprises in the digital transformation of human resources management, survey and analysis, survey, survey, survey The results show that 22.2%of Chinese companies already have practical HR digital experience. 70%of enterprises are ready to go in the field of human resources, but only 3.2%of companies believe that they have successful practice. Giant space.

With the gradual development of enterprises, the digital application of the human resources department has gradually deepened, and the digitalization capabilities will become the key capability of HR. According to the world's largest professional social network LinkedIn China's research data in 2022, among the more than 700,000 Chinese HR practitioners on the platform, the proportion of HR practitioners with digital skills is less than 3%, and big data application talents are extremely short. Essence In addition, in April 2022, on mainstream recruitment websites such as the Worry -Free and Hunting Network, many human resources data analysts of the Yangtze River Delta, the Pearl River Delta Internet+enterprises have appeared in HR Data Analysis,

which have appeared in human resources positions of the Yangtze River Delta. Recruitment needs for positions.

By analyzing and comparing the demand and supply of human resource digital talents in the context of digital background, it is found that the digital transformation and development of the industry has changed the practice of human resource management, and the digital transformation and development space of human resources management is huge. Demonstration of human resources management personnel will face new challenges. However, at present, the digital skills training of human resources management majors in higher vocational colleges in my country is still in its infancy. School professional training has insufficient supply of digital technology resources, the lack of digital training scenarios, and the level of digital education levels of teachers need to be improved urgently. solve. This study conducted digital upgrades through the cultivation of human resources management professionals in higher vocational management, explores the implementation path of students' digital literacy and skills, and to achieve the transformation and upgrading of higher vocational education to cultivate more high -quality skills talents, help economic and social high economic and social high Quality development has important practical significance.

3. Analysis of the Current Status of Digital Development of Human Resources Management in Higher Vocational Colleges

3.1. Human Resources Management Professional Professional Training Objectives have not been incorporated into digital elements

According to the China Science and Education Evaluation Network Research Information, as of the end of 2022, there are currently 174 universities that have opened human resources management in higher vocational colleges in my country. The content structure is unreasonable, and the disconnection of professional manpower training and regional industrial development on digital talent needs. Most higher vocational colleges' human resources management professional training goals are positioned: master human resources management theory such as human resources management, employee performance and salary management, and employee security and employee relationship management. Module comprehensive application skills and digital literacy cultivation is rarely involved, and digital skills are not included in professional talent training [2]. Judging from the current situation, the talent training target positioning is temporarily and can meet the employment requirements of enterprises at this stage, but from a long -term perspective, this goal cannot meet the requirements of digital transformation of enterprises in the future. It will lose its competitiveness and is not conducive to the promotion of students' positions.

3.2. Course settings are relatively backward, the content of the course fails to meet the requirements of HR digital talent

Human resources management majors in higher vocational colleges are set up in the curriculum system and curriculum

content: mainly focusing on the six major professional modules of human resources management. "Applications in resource management" and other courses allow students to master basic computer system knowledge and basic applications of Excel in human resource management, and help improve students' ability to use Excel analysis and solve practical human resource management problems. In professional basic courses, "Human Resources Management Statistics" courses are generally opened, and some schools will cancel the course because students are not interested in the course. However, in the statistical course, the method of collection method, processing skills, and relationships of big data lacks specific guidance and training. After the students are finished, they still lack the ability of data mining and application. There are still a large gap in digital skills such as data management and storage, data processing and analysis [3].

3.3. Teachers' informatization level needs to be improved, and practical guidance capabilities need to be enhanced

Most of the courses teachers work directly to work after graduating from colleges and universities. There is no actual work experience in human resource management. It is only theory to theoretical, lacking practical experience and operating skills. Today, in the era of intelligent technology, the impact of emerging technologies such as big data, cloud computing, and the Internet of Things on human resources management disciplines require professional teachers to fully grasp and learn about the changes in the concept of related courses, but some teachers have not paid attention to this. Big data is the big data. The lack of levels of mining and information application, and the frontier knowledge of the subject field has not been updated and supplemented in a timely manner.

4. Suggestions for the Training and Upgrading of Human Resources Management Professionals

4.1. Talent training goals for upgrading human resources management should be adjusted

In recent years, the human resources service industry has flourished, the scope of business has continued to expand, the business model has continued to innovate, and the demand for talents has also been strong. At the same time, in the context of digital transformation, human resources management and service work have undergone a series of changes in the management process, management content, and management objects, which have higher requirements for data analysis and data modeling capabilities of employees. In response to the new needs of corporate digital analysis talents, it is necessary for the training goals of human resources management professionals to follow up with the new needs of the big data and the new needs of corporate human resources. [4] The cultivation goals of students in human resources management require students to achieve four dimensions: strong professional, business, refined data, and innovation. Core quality and ability requirements need to be upgraded to the main human resources professional knowledge and ability, strong business insights and diagnosis and solution capabilities, strong digital applications and management capabilities, better application capabilities for labor laws and

regulations, good applications, good Interpersonal communication and organizational coordination capabilities, good cross -disciplinary general knowledge and skills, good learning ability and innovation ability development potential.

4.2. Pay attention to the importance of Internet skills courses and data analysis courses in the course settings

The teaching content of computer application basic courses can no longer adapt to the rapid development of Internet technology. Therefore, in terms of curriculum content settings, the development of the environment and technology should be followed. In addition to allowing students to have common office software skills, they should also cultivate Internet thinking as soon as possible. Master the cutting -edge Internet technology; at the same time, data analysis courses should also be different from traditional probability statistics courses. On the one hand, the ideas and methods of big data analysis should be integrated. More importantly The thinking and ability of data modeling can explore indicators that are meaningful to solve the problem from a huge data, and can establish a corresponding indicator system. Provide effective support and help [5].

Specific quality capabilities needed by students required for human resource management students include: ① Basic knowledge and statistical knowledge. Such as the basic concepts, application scenarios, analysis processes, development trends, etc.; Students also need to know statistical knowledge such as linear regression and regression analysis. ② Big data analysis skills. Including data integration, data modeling, data pre -processing, data visual analysis, data mining, analysis cloud, Python, SPSS Modler and other skills. ③ HR scene problem solving ability. Students can conduct data analysis, problems, cause analysis and problem solving based on HR business scenarios.

4.3. Improve internship training conditions and create a digital learning environment

First of all, the software and hardware upgrades of the internship training venue should be paid attention to, and through the construction and introduction of the data analysis platform or related teaching software, it provides students with the environment of data analysis and processing ability training. At the same time, in terms of training teaching content, we should further develop data -based teaching training programs, such as employee information analysis, salary data analysis, recruitment big data analysis, etc., while building a data environment And improvement. Secondly, in the daily teaching process, students must provide students with more opportunities for speech expression and interpersonal communication, focusing on the continuous training of capabilities in daily teaching. , Improving expression ability, can help them quickly get opportunities in job hunting and future work, and get improvement [6]. Third, more importantly, we need to create a variety of practical opportunities for students, including job cognitive internships, follow -up internships, modern apprenticeship implementation, etc., to provide students with opportunities to penetrate enterprises, in -depth jobs, and in -depth business. Observation, lectures, discussions, internships and other methods to understand the work content and working methods of this professional position in all aspects, so that students can exercise interpersonal communication in real workplace and

work scenarios while learning the use of professional knowledge and skills. Language expression and psychological pressure resistance, enhance work skills while strengthening self -confidence.

4.4. Create the opportunity to obtain professional certificates for students, and improve digital literacy and skills through research

With the continuous promotion and improvement of professional skills level certificates, the types of skills level certificates for this major have continued to increase, such as human resources sharing service skills level certificate, human resources digital skills level certificate, salary management skills level certificate, etc. In the case where teachers and corporate human resources managers are more difficult, guide and help students priority to obtain professional skills level certificates. On the one hand, they can learn and exercise in terms of skills that are closer to enterprise business work. At the same time It is conducive to students get additional points as soon as possible. Based on this, the fusion of courses for the content of the certificate is particularly important. By effectively integrating the content of the certificate into the existing curriculum system and teaching content, the knowledge and skills required by the certificate without adding too much burden, and finally obtaining it. Certificate.

4.5. Improve the digital teaching ability of the teacher team

Teachers are an important carrier for teaching implementation. The development trend of digitalization of corporate human resources management requires that talent training in human resources management in colleges and universities must develop in the direction of data. In the actual teaching activities of the current human resources management majors, the shortage of data statistics and analysis, due to limited information capacity and unsuitable big data technology, are currently common phenomena existing, which is not conducive DHR talent training of resource management. On the one hand, colleges and universities can integrate from majors related to big data analysis on the one hand. For example, teachers who introduce computer science and technology, electronic information majors teaches students of human resources management to teach basic courses such as computer applications and data mining; on the other hand, they fully fully fulfill Utilize the external resources of the enterprise, organize related teachers to conduct big data analysis system training and learning exchanges, and continuously improve the practical ability of professional teachers' big data quantitative analysis and data mining applications during the training and communication process, so as to optimize the construction of teachers. The talent training of human resources management in the data environment is effectively carried out to provide solid guarantees.

5. Talent Training Outlook

Generally speaking, the talent training standards of human resources management at the current level of higher vocational level can basically meet the work positioning and work requirements of graduate graduates. Digitalization and Internet applications have less combination. At the same time,

the relevant data analysis and processing ability of students is insufficient, which makes it difficult to quickly adapt to emerging working methods and work processes in the early stages of employment. Applicable to daily work, which leads to a certain sense of frustration; at the same time, due to the lack of systematic big data awareness, weak data analysis and processing capabilities, and lack of data analysis indicators system construction, it is difficult to achieve breakthroughs in daily work. The promotion is slow. Based on this, in the process of talent training in the future, it is necessary to further strengthen the courses in common office software, Internet applications, professional office software, data processing analysis, etc., in order to promote the rapid development of talent training with the digital development of the industry, and quickly adapt to this professional working model. The change of the transition, so as to truly achieve the goal of high -vocational education and training of high -quality technical and technical talents in this professional field.

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