

The Current Status and Strategies of University Human Resources Management

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Abstract: With the continuous development of my country's economy and society, university education has become an important part of national development, which also makes the cultivation of university talents and the improvement of education quality an important content. Our country's education system is constantly changing, universities must carry out institutional reforms in a timely manner. As a place for cultivating talents, human resource management (HRM) plays an important role in universities. University HRM focuses on treating faculty as a resource with potential, emphasizing the construction and training of talent teams, and promoting the coordinated development of various tasks through scientific management. The article elaborates on the university faculty, talent training, performance evaluation and international competition, analyzes the current status of HRM in universities in my country, and puts forward suggestions on how to improve university HRM.

Keywords: Human resource management, performance evaluation, talent development, strategies.

1. Introduction

University human resource management (HRM) is not only related to the development direction and quality level of higher education, but also directly affects the comprehensive strength and social reputation of the school. University HRM mainly uses scientific management methods. University education is an important way to cultivate talents and promote social progress, and the teaching team, as the main force of university education and teaching, is directly related to the improvement of education quality. Through scientific and reasonable HRM, we ensure that the university has a team of high-quality teachers, improve the level of education and teaching, and cultivate competitive talents. University HRM has a decisive role on the advancement of educational reform [1]. Given the quick growth of social economy, university education also needs continuous reform to adjust to the current demands for development. Scientific HRM can provide universities with an excellent team of teachers, provide solid talent support for educational reform, promote innovation in educational concepts, and promote the sustainable development of universities. University HRM is an important guarantee for improving the comprehensive strength of the university. Through scientific talent introduction, training and evaluation mechanisms, universities can attract outstanding scholars at home and abroad, enhance the school's academic influence, and thus maintain competitiveness in domestic and foreign university rankings. University HRM plays a positive role in building a harmonious campus culture. By establishing a fair and just performance evaluation mechanism, we can stimulate the staff's and faculty's passion, create a positive working atmosphere, and promote cooperation among faculty and staff and a harmonious campus cultural atmosphere [2].

2. The Current Status of University HRM

2.1. Teaching staff

There is an irrational phenomenon in the current allocation of human resources and teachers in universities in my country. There is no reasonable allocation of university personnel in conjunction with market development. Moreover, there are few full-time teachers and the allocation of personnel in various positions is unreasonable, which seriously affects the teachers' ability to use their own expertise. Teaching enthusiasm creates a barrier. The number of teachers in some traditional disciplines is relatively large, while the number of teachers in cutting-edge fields is relatively weak, which leads to uneven development of disciplines. The overall development of university human resources is insufficient. Due to irregular HRM methods, the proportion of non-teaching staff is too large, which reduces the work efficiency of teaching staff. There is a lack of general advancement of the workforce, the role of market allocation is not fully utilized, competition rules are not effectively introduced, and HRM lacks scientificity, leading to brain drain and waste [3].

2.2. Talent development

University talent training models increasingly focus on cultivating students' innovative abilities. In addition to imparting subject knowledge, the school is also committed to cultivating students' practical and problem-solving abilities as well as innovative ideas. The university provides students with abundant practical opportunities through experimental courses and graduation internships, allowing them to develop practical abilities in actual operations. The university focuses on cultivating students' comprehensive qualities, including thinking skills and teamwork skills. The school motivates pupils to take part in various academic activities and social practices to cultivate students' comprehensive qualities. There is still a disconnect between theoretical teaching and practical teaching in the talent training models of some universities. Students acquire theoretical knowledge in the classroom, but

find it difficult to apply it flexibly in practical applications, causing graduates to feel confused when facing practical problems. The curriculum of some universities is relatively rigid, making it difficult to meet students' personalized learning needs. They lack a flexible course selection system and make it hard to fully engage with students' strengths [4].

2.3. Performance evaluation

Performance evaluation is an effective means to promote HRM in universities, which can enhance the enthusiasm of staff and directly affect the quality of education and teaching. However, the performance evaluation of various universities lacks unified standards and key performance indicators, which require attention and improvement. Moreover, the content of the assessment is constantly changing every year, and the inconsistent cycle of performance assessment is also a common problem. It is not possible to scientifically evaluate the performance of teachers and staff, resulting in a lack of strong basis for rewards and punishments for teachers and staff, which can easily lead to unfair phenomena, affect the work initiative of teachers and hinder the development and progress of universities [5].

2.4. International competition

International development and talent introduction are important components of university HRM, aiming to enhance the school's international competitiveness and global influence. Among domestic universities, there are obvious differences in the level of international development. Some universities have achieved certain international results and launched a variety of international exchange and cooperation projects, but there are still some schools that are relatively lagging behind in the internationalization process. Although many universities actively promote international development, they face difficulties in introducing world-class teaching and research talents, including differences in language and social environment, which make some outstanding talents reluctant to come. There are frequent international exchange activities between universities and scholars, and we provide teachers and students with an extensive international academic exchange platform through academic lectures and seminars. Some universities have successfully introduced a group of teaching and scientific research talents with international influence in their respective fields, injecting new vitality into the scientific research development of the universities [6].

3. University HRM strategies

3.1. Bolster the development of the teaching staff

For the robust and steady growth of universities, We have to set up a contemporary talent management concept and conduct HRM with talent as the main concept. Universities are bases that continuously deliver aptitudes for societal advancement. The teaching staff must provide the majority of the assistance for the development of exceptional potential. The effectiveness of talent training will be impacted by managers' management styles. Therefore, human resources must be constructed according to the general advancement of the workforce, with the intention of encouraging the healthy development of talents, igniting their passion and inventiveness, adhering to the fundamental principles of talent development, and completely appreciating the unique

skills of talents. Provide various training opportunities for faculty and staff to help teachers continuously improve their professional standards. Provide support for scientific research projects and encourage faculty and staff to make efforts to improve the school's scientific research. University leaders should implement human resource development work into every facet of the regular workday, in order for all educators and learners in the school can understand the concept of HRM and create a distinctively cultural campus environment [7].

3.2. Build a comprehensive talent training model

Constructing a comprehensive talent training model is an important strategy for university HRM, aiming to cultivate high-quality talents with multi-faceted abilities to fulfill the demands of societal advancement. A personalized curriculum system can be set up to design personalized curriculum systems for different professional fields, allowing students to choose corresponding courses according to their interests and expertise, so that students can obtain corresponding knowledge in multiple fields. Elective courses can also be provided to expand students' knowledge. At the same time, practical teaching is promoted and practical teaching links are strengthened, including experimental training and graduation internships, so that students can develop practical problem-solving abilities in actual operations. Establish a practical base for cooperation with enterprises to expose students to real working environments. Then innovative teaching methods are introduced, combined with modern educational technology, and innovative problem-oriented teaching methods are adopted to stimulate students' innovative practical abilities. Comprehensive quality evaluation can also be carried out, focusing not only on students' academic performance, but also on their overall quality and teamwork ability. By establishing a comprehensive evaluation system, we provide students with multi-faceted development guidance. Through the above practices, universities can build a comprehensive talent training model so that students can fully develop their potential during the learning process, possess all-encompassing traits and provide a strong basis for future professional growth [8].

3.3. Improve the performance evaluation system

Performance evaluation is a standard for measuring work efficiency. Through the performance evaluation system, the quality of work of faculty can be evaluated, and the scientific research situation of teachers and the management situation of management personnel can be analyzed. Through the evaluation results, the shortcomings in teaching and management can be analyzed. I believe that these can stimulate the work enthusiasm of faculty and further improve the teaching and research level in the development of universities. When implementing the performance evaluation system, it is necessary to reflect both teaching ability and work characteristics to ensure the comprehensiveness of the evaluation. Timely feedback on assessment results and corresponding rewards will be given to outstanding faculty members. If any staff member has objections to the assessment results, they can appeal to the HRM department to ensure the fairness and transparency of the assessment process [9].

3.4. Strengthen international exchanges and cooperation

Strengthening international collaboration and exchanges is a further essential strategy for university HRM, which can encourage worldwide development of the school and raise the standard of instruction, teaching and scientific research. I think a dedicated international office can be set up to be charge of global collaboration and exchanges and to formulate international development strategies. At the same time, we actively establish friendly cooperative relations with foreign universities, sign cooperation agreements, carry out academic exchanges and scientific research cooperation, and jointly promote the development of both parties. Organize international academic seminars and academic lectures to provide teachers and students with a broad international academic exchange platform. Then we cooperate with foreign universities to carry out joint training projects so that students can achieve comprehensive development in different cultural backgrounds. Support students and faculty to take part in study abroad programs overseas, provide corresponding subsidies, and encourage them to broaden their international horizons. It can also establish cooperative relationships with foreign scientific research establishments and businesses to collaborate on scientific research initiatives and encourage the global implementation of research findings. Meanwhile, an external communication and publicity mechanism will be established to promote the school's international development achievements through the school website and social media. This will raise the university's level of international competitiveness, facilitate more international collaboration and exchanges, and offer solid support for the institution's overall growth [10].

4. Conclusion

Universities are a crucial foundation for talent development. University HRM is the key guarantee for the school's sustainable development. Reasonable and effective HRM can enhance the work enthusiasm of faculty and staff, thereby enhancing the overall strength of the school. University HRM is a comprehensive task that requires the joint efforts of the entire school staff. Only by continuously improving the HRM mechanism and improving the overall quality of faculty and staff can we provide solid talent support for the sustainable

development of the university, achieve high-quality education and teaching goals, cultivate more outstanding talents for the society, and effectively utilize the university's human resources. The value of stewardship.

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