

Training of human resource management professionals in colleges and universities based on core qualities

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Abstract: With the deepening of education reform, the training mode of human resource management professionals in colleges and universities is also gradually reformed and optimized. At present, digital and intelligent reform has become one of the effective ways to cultivate students' professional quality. As one of the hot words in the field of education, core literacy has been widely used in many fields such as teaching reform and personnel training. In this regard, under the background of core literacy, in order to effectively improve the quality of talent training and make students become compound talents required by the development of society and enterprises, it is necessary to explore and innovate the talent training mode according to the needs of the development of The Times, so as to promote the improvement of professional ability and core literacy of college students. In this regard, this paper briefly analyzes the innovation path of college human resource management talent training based on core literacy, hoping to provide readers with some valuable reference and reference.

Key words: Core accomplishment: colleges and universities; Human resource management major; Personnel training

Introduction

At present, with the continuous development and innovation of science and technology, people's life, production, thinking and other ways have undergone tremendous changes, and the cognitive relationship between people, man and nature, man and machine has also been deeply affected by it. Under this background, the traditional mode of personnel training has gradually changed from the mode of teaching professional knowledge to the mode of training innovation ability and problem solving ability. This mode of personnel training has also put forward higher requirements and standards for college personnel training. In this regard, colleges and universities should keep up with the pace of the development of The Times, and actively reform the professional construction and education form, so as to better cope with the challenges brought by the development of science and technology. Among them, the major of human resource management is facing a great challenge in the aspect of personnel training. At present, due to the development of emerging technologies such as artificial intelligence and digital technology, the profession of human resource management has undergone significant changes in many fields such as functions and practices. The traditional human resource management personnel training mode has been unable to meet the needs of social and enterprise development. In this regard, in order to better cope with the development of intelligent and digital technologies, it is necessary for the human resource management major in colleges and universities to optimize and reform the professional construction, teaching reform and other fields, cultivate students' professional quality and comprehensive ability, and meet the needs of social and enterprise development. To lay a solid foundation for the future study and power generation of college students majoring in human resource management.

I. The research situation of core literacy at home and abroad

1. Research history of domestic literacy

In view of the research on core literacy, China has gone through several stages. In 2013, Beijing Normal University conducted a research on it, which also kicked off the research on core literacy in China. In 2014, the Ministry of Education issued the Opinions on Comprehensively Deepening Curriculum Reform and Implementing the Fundamental Task of Moral Education and Cultivating People, which clearly proposed to conduct comprehensive and in-depth research on core literacy. In 2016, the relevant departments of our country promulgated the Development of Chinese Students' Core Literacy, which also clearly pointed out that in the process of cultivating students' core literacy, it is necessary to take scientific, epochal and national character as the basic principles, take all-round development as the important core, and proceed from multiple perspectives and aspects. To reflect people's spirit, innovative practice, responsibility and other contents. The author has studied and understood a large number of researches on core literacy in China. In terms of the definition of core literacy, different scholars have different views, and each scholar has put forward his own opinions, but there is no effective unity.

2. The research process of core literacy abroad

The term "quality" has been widely used in many fields such as psychology, management and education. At present, the connotation of literacy studied first originated in 1997. OECD proposed that literacy mainly refers to the success of personal life and the healthy operation of society. Since then, many foreign students have elaborated on the connotation of core literacy from different perspectives and levels. For example, Salganek believes that core literacy is mainly the ability of an individual to achieve success and build a good society; American scholars have stipulated in detail the core qualities that American students should possess in the 21st century in the "21st Century Skills Framework", which should include both internal and external layers, and the inner layer includes key disciplines and practical topics. The outer layer includes life, career, learning and innovation skills.

II. Based on the core quality of college human resource management professional talent training strategy

1. Deepening the teaching reform and improving the teaching effect of the specialty

According to the author's practice and research, some universities still adopt outdated and backward teaching methods and models, taking students as the containers of knowledge. This teaching model unilaterally emphasizes teacher-centered teaching, which seriously affects the principal position of students, resulting in their subjective initiative being unable to be effectively activated and low class participation. Thus, it affects the improvement of students' professional quality and comprehensive ability. In order to effectively solve one of the problems, the author believes that we can base on the development trend of The Times, follow the development direction of the digital and intelligent times, reform and optimize the teaching mode, so as to improve the professional teaching effect. The first is to build an information-based classroom. By virtue of the advantages of information technology, teachers can apply new teaching modes such as micro-class, multimedia, online and offline teaching to professional teaching in the process of professional teaching, closely link professional teaching with the background of the digital era, rationally design general courses and improve classroom teaching effect. Secondly, it is necessary for colleges and universities to coordinate all resources and actively build integrated laboratories. The establishment of "human resource management" laboratory can not only reflect the advantages of traditional teaching mode on the laboratory platform, but also rely on structured interview, talent assessment and sandtable exercise platforms to comprehensively strengthen students' practical ability and problem-solving ability, and lay a solid foundation for their future study and employment.

2. Make special breakthroughs in disciplines and broaden students' horizons

In the past, the teaching of human resource management in colleges and universities mainly focused on the fields of human resource planning, human resource management theory, performance management and employee relations. With the continuous development of The Times, it has gradually failed to meet the needs of the development of society and enterprises. In this regard, in order to break through the bottleneck of the discipline, the author believes that we should abide by the trend of the development of The Times, take digitalization as the guidance, and achieve special breakthroughs in the discipline. First of all, it is necessary for colleges and universities to keep up with the development trend of The Times and grasp the development needs of digital society. At present, with the continuous development of digital technology, digitalization has become one of the characteristics of The Times, and it is also the biggest demand of The Times. It is necessary for colleges and universities to focus on the construction and development needs of digital society, conduct a lot of research on the courses of human resource management, timely update the professional personnel training plan, innovate the teaching syllabus, constantly improve and supplement the teaching content, and promote the mutual exchange and communication between professional teachers and schools, so as to continuously improve the teaching effectiveness. Secondly, it is necessary for colleges and universities to firmly grasp the characteristics of The Times, and create multiple characteristic courses according to the actual situation on the basis of constantly improving the teaching effect. In this way, students' professional quality can be more effectively cultivated, their cognition can be strengthened, and their horizons can be broadened, so as to provide help for their future development.

3. Carry out characteristic social services to cultivate students' practical ability

One of the problems in the teaching of human resource management in colleges and universities in the past was that it was divorced from reality. On the one hand, the reason for the problems is that college teachers lack practical business management experience and experience, they are often "on paper". On the other hand, it is because of the lack of practice base, unable to provide practice platform for college students, resulting in their inability to effectively integrate theory with practice, and thus lack of practical ability. In this regard, in order to effectively solve this problem, colleges and universities can carry out characteristic social services according to the actual situation, and cultivate students' practical ability and problem-solving ability in this way. First of all, we must expand the scope of practice. Colleges and universities can focus on the training needs of combining science and practice through the development of characteristic social services. In addition, it is necessary for colleges and universities to actively carry out school-enterprise cooperation. In-depth communication with relevant enterprises, establishment and improvement of practical training bases, and arrangement of professional personnel to practice in enterprises can not only effectively relieve the recruitment pressure of enterprises, but also promote students to transform theoretical knowledge into practical ability, and provide help for their future development.

4. Cultivate digital management skills in various ways

At present, we have entered the digital age, and the level of digital management skills has a close impact on the economic development of enterprises. Through the practical investigation, the author found that there are some problems in the digital management skills of students majoring in human resource management. In order to make up for this problem, colleges and universities can adopt various ways and means to improve the digital management skills of students majoring in human resource management. First of all, colleges and universities can organize and carry out various kinds of competition activities to stimulate students' interest and mobilize their subjective initiative. Guided by the Outline of Action to Improve the Digital Literacy and Skills of the whole People, and combined with various competitions such as the Innovation and Entrepreneurship Competition for College Students, Challenge Cup and National Science and Technology Academic Competition Series for College Students, colleges and universities can build training systems to cultivate students' digital management skills. Secondly, colleges and universities can take advantage of opportunities such as industry-university cooperative education projects to organize students to visit and practice, which can not only broaden students' horizons and improve digital management skills and literacy, but also help teachers understand the actual needs of talents in the digital age, so as to optimize talent training programs and improve talent

quality.

III. College human resource management personnel training guarantee based on the core quality

1. Building a team of high-quality teachers

Teachers play an important role in the process of personnel training and professional teaching. Therefore, in order to improve the quality of human resource management professionals, it is necessary for colleges and universities to build a team of high-level teachers. That is, insist on the combination of cultivation and talent introduction, and build a multi-level and multi-channel teaching team. At the same time, teachers should be actively encouraged to take temporary posts or practice in enterprises, so as to build compound teachers with both teaching ability and practical ability. Finally, teachers can carry out seminars regularly to promote mutual exchange and communication among teachers, so as to improve the comprehensive ability of professional teachers.

2. Optimize teaching evaluation

Teaching evaluation is a key link in the process of talent training, and it is very important for professional students and teachers. However, it is found by investigation that there are some defects in teaching evaluation in some colleges and universities, which lead to its lack of scientificity and rationality. In this regard, it is necessary for colleges and universities to take the OBE idea of “result-oriented and student-centered” as the guidance, and form the over-dimensional teaching evaluation of “teaching evaluation -- professional evaluation -- curriculum evaluation”, so as to help teachers find the problems of talent training and concentration, constantly improve teaching quality and improve teaching efficiency. To help students better understand their own shortcomings, so as to achieve continuous self-improvement,

Conclusion

In short, the core literacy in the field of human resources has various characteristics, such as multi-field, multi-orientation, multi-function, and so on. Each core literacy contains the knowledge, concepts, attitudes and skills needed for various activities. To cultivate students' core literacy is to improve their ability to adapt to social development and shape their excellent character through different stages of education. In the era of digital economy and artificial intelligence, human resource management personnel need to take digital application technology and innovative management spirit as the core, master the ability to solve problems, create ability, digital management ability, so as to meet the needs of social and enterprise development. However, the cultivation of human resource management professionals based on core qualities is a complex, tedious and arduous task, which requires universities and teachers to optimize and innovate the personnel training mode in accordance with the needs of the development of The Times, so as to effectively improve the quality of talents and promote the all-round development of students. In the process of professional personnel training in colleges and universities, various ways and means can be adopted to deepen the teaching reform, achieve special breakthroughs in disciplines, carry out special social services, and cultivate digital management skills to promote the comprehensive improvement of students' core literacy.

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