Research on the Development Trend of Human Resource Management Informationization in Higher Vocational Colleges

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Abstract: At this stage, on the basis of the rapid progress of China's social economy, the field of science has also achieved innovative development. Information technology has been greatly applied in the development process of all walks of life, and has also had a certain impact on the field of education. In this context, the human resource management model of higher vocational colleges can no longer meet the current needs of educational progress, nor can it effectively meet the management requirements of teachers in colleges. Therefore, this paper takes the human resource management of higher vocational colleges as the research object, and puts forward some views on the progress and construction of human resource management informatization.

1. Introduction

Higher vocational colleges are an important training base for practical talents and professional talents. The human resources management relates to the education and teaching level, work quality and efficiency, and is a crucial basis and premise for promoting the better progress of colleges. However, at this stage, the human resource management is relatively rigid and single, which not only fails to achieve good management results, but also reduces the management quality and efficiency. In order to promote the construction and progress of human resource informatization, we can use information technology to strengthen the efficiency of personnel file management, and innovate the human resource management process with the help of a large amount of data and information. Based on this, colleges should actively explore an effective path to push the progress of human resource management informatization in combination with the actual situation and needs.

2. Necessity of Informatization Development of Human Resource Management in Higher Vocational Colleges

First of all, the informatization development of human resources management is conducive to optimizing work processes and improving work efficiency and quality. There are many data information in the human resource management, and the coverage is relatively broad. The traditional human resource management mode only counts, summarizes and manages archives manually. This makes the accuracy of human resource management can not be effectively guaranteed[1]. To push the informatization development, we can use information technology to build a management platform, optimize business processes, and improve data accuracy. Secondly, the informatization development of human resource management can also optimize the management mode, so as to form systematic management modes such as personnel recruitment, assessment, selection, induction training, personnel management, and thus push the efficiency and quality of human resource management. Finally, the informatization development can also improve its application level and scope, recruit more professionals through big data technology, and improve the utilization rate of human resource management. Meanwhile, it can also reduce the effective utilization of resources, improve the economic efficiency, and reduce the human cost in the management process, which is greatly crucial for pushing the sustainable progress of higher

vocational colleges. Therefore, colleges should actively take effective measures to push the development of human resource management informatization.

3. Problems in the Informatization Development of Human Resource Management in Higher Vocational Colleges

3.1 Lack of Recognition and Attention to the Informatization Construction of Human Resource Management

The lack of recognition and attention to the construction of human resource management informatization is a crucial factor hindering and restricting the progress of human resource management informatization at this stage. Some higher vocational colleges regard human resource management as a single personnel management and file management, and have set up a relatively single assessment and evaluation mechanism. They have not established a perfect unified human resource management model based on the overall development goal of the school. This not only affects the efficiency of human resource management, but also reduces the enthusiasm and initiative of employees[2]. In addition, higher vocational colleges have not been able to update the concept and mode with the development of the information age, which has affected the effective integration of information technology and human resource management. Based on this, higher vocational colleges should keep up with the progress of the times, change their own rigid thinking and mode of human resource management, learn advanced management knowledge, master information technology, and then push the efficiency and quality.

3.2 Relatively Scarce Teacher Resources

In the process of human resource management, in order to effectively push the informatization development, it is crucial to organically integrate human resource management and information technology. This puts forward greater requirements and demands for the information technology level and professional ability of teaching staff. However, at this stage, the shortage of compound talents and teacher resources in colleges has seriously restricted the informatization development. The causes of this problem can be analyzed from two aspects. On the one hand, many higher vocational colleges do not carry out technical training for teaching staff, and still choose manual personnel management in actual human resource management[3]. This not only reduces the efficiency and quality, but also causes the teaching staff to form a rigid management thinking, and thus can not effectively learn information technology. On the other hand, there are some older teachers and staff in higher vocational colleges. Their acceptance of information technology is not high, and their learning ability and innovation ability for information technology and innovative human resource management mode are limited, which seriously hinders the informatization construction and development of human resource management.

3.3 Greater Internal Resistance of Human Resource Management

The internal resistance of human resource management is large mainly in two aspects. First, the management system is imperfect. Due to the lack of recognition and emphasis on the informatization construction and development, a unified, standardized and systematic management system has not been established in the actual management work. This seriously hinders the smooth development, and it is unable to effectively regulate the working behavior and attitude of teaching staff. In this environment, most teachers have problems such as poor working attitude and improper working behavior, and human resource management cannot play its maximum role and value. Secondly, the lack of mature information management technology and software in human resource management has seriously hindered the construction and progress of human resource management informatization, and even security problems such as data information leakage will occur.

4. Strategies of Informatization Development of Human Resource Management in Higher Vocational Colleges

4.1 Strengthen the Recognition and Attention to the Informatization Construction of Human Resource Management

Only by strengthening the understanding and attention to the informatization construction, can colleges actively adopt effective measures to improve and optimize the existing problems in human resource management at this stage, so as to better improve the efficiency and effect[4]. First of all, colleges should strengthen the publicity of the informatization construction, and deepen employees' recognition of the advantages and values of informatization management. Only by consolidating the mass base, can we ensure the smooth construction and development of human resource management informatization. In addition, we should also urge the management of colleges to focus on the significance and role of information construction based on the overall development goal of the school. Secondly, colleges should also incorporate the information construction of human resource management into the work content of all departments and staff, break the information limitation, and help the construction and progress of information with the agency of network departments and publicity departments.

4.2 Improve the Development Strategy of Talent Cultivation

In the traditional human resource management of colleges, most personnel management is carried out according to the personal decisions of the school management or small group decisions. The biggest problem is whether the decision is correct and objective. In addition, in the traditional human resource management, there is a lack of training and introduction of professional talents, which generally leads to the problem that the implementation of talent development strategy is not in place. Based on this, colleges should improve the talent training development strategy and focus on the introduction and training of high-quality talents, which is not only an important strategy to push the efficiency and quality, but also a crucial measure to promote the development of human resource management informatization[5]. First of all, colleges should carry out information technology training for existing teachers and staff, and carry out training courses combining theory and practice, effectively improve the informatization level of teachers and staff, and cultivate digital talents for the informatization construction. Secondly, colleges should also focus on the introduction of professional talents, and select talents with a certain level of information technology and rich practical experience to participate in education and teaching activities according to the job needs, so as to push the effect and progress of informatization[6].

4.3 Strengthen Human Resource Management and Improve Security

At present, most colleges lack perfect management systems, resulting in confusion in their management work and management process[7]. Therefore, in the process of promoting the progress of informatization, colleges should strengthen human resource management and push the security of informatization construction. First of all, colleges should establish and improve the management system in combination with the actual management situation and development goals, and always adhere to the scientific, unified and planned management principles in the management process, make full use of relevant laws and regulations to guarantee and improve the system, and then improve the strength and effect of information management. Secondly, colleges should also strengthen the technical optimization and security management of the human resource management information system, reduce the security risks in the program operation, and make up for the defects in the use of software. Meanwhile, it is crucial to strengthen the security management of the campus network and establish the use management system, so as to create a good and safe environment for the construction and development of human resources informatization.

5. Discussion

To sum up, as a crucial part of the management, human resource management directly affects the

education and teaching level, education quality and sustainable progress of higher vocational colleges. Therefore, colleges should actively adapt to the changes of the times, fully adopt information technology to build and improve human resource management, resolutely abandon the traditional backward management thinking and mode, and maximize the value and role of human resource management by using information technology in combination with the actual education situation and development needs, so as to effectively push the sustainable progress of higher vocational colleges.

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