

Discussion on Human Resources Development and Management of Ideological and Political Education Team in Colleges and Universities

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Abstract: Ideological and political education is related to students' ideological realm and behavior accomplishment, and is greatly essential to students' personal progress and the formation of correct values. Owing to the continuous popularization of quality education, the teaching activities have received extensive attention from all walks of life. To a certain degree, the working ability and personal accomplishment of the ideological and political education team affect the effect and quality of education activities. However, there are still many deficiencies in the progress and management of human resources in terms of the construction of education team. Based on this, this paper discusses the development and management of the human resources of the education team, so as to help colleges and universities build a professional team.

1. Introduction

Ideological and political teaching is an essential part of the teaching content. Its teaching effect and quality are affected by the professional ability and ideological level of teachers to a certain extent^[1]. Only when ideological and political teachers have good professional skills and qualities can they effectively develop education activities, and then guide the students' ideas positively and help them form a correct outlook on life and values. However, although many colleges actively respond to the call of the national education policy and carry out teaching, they focus on how to improve students' learning ability and academic achievements. This leads to the neglect of the construction of the education team, which greatly reduces the level and efficiency. Therefore, colleges should strengthen the construction of education team through the development and management of human resources to ensure the smooth progress of teaching interaction.

2. Problems in the Development and Management of Human Resources of Ideological and Political Education Team in Colleges and Universities

2.1 College Administrators do not Pay Enough Attention to the Ideological and Political Education Team

In terms of the current development of teaching activities in China, most colleges focus on how to promote students' qualities and neglect the construction of teaching teams. Some colleges even attribute the ideological problems of students to their learning ability, but neglect to reflect and review the current teaching work and the professional level of teachers. Moreover, college administrators do not focus enough on the education team, which will reduce the work enthusiasm of teachers to a certain degree, and even lead to bad phenomena such as perfunctory teaching, slack work and improper work behavior in actual teaching activities^[2]. This not only reduces the quality and efficiency of teaching, but also hinders the ideological progress and development of students. President Xi has emphasized for many times that to strengthen the leading power of the Party committee in the work, we should focus more on the teachers. However, in the actual education work in colleges, many college administrators do not focus on the teachers. Instead, under the influence of examination-oriented education, they focus on the teaching work of the teachers of

major subjects, which led to the weakening of the status of education team.

2.2 Lack of Perfect Management System of Ideological and Political Education Team

A perfect management system of education team can guarantee the quality and level of teaching in colleges to the maximum degree, and also can effectively regulate the working behavior and attitude of teachers. However, due to the fact that many university administrators do not attach importance to the education team, there is a lack of perfect management system in the management of the team. In addition, the ideological and political work is mainly educational and teaching activities to cultivate and improve the ideological and moral quality and spiritual realm of the students. In this process, the education team is required to be relatively stable. Only in this way can the continuity of teaching ideas be guaranteed to the maximum extent, and then help students form a correct outlook on life and values. However, due to the deepening reform in the field of education in our country, the current college teachers have changed greatly, and many young teachers have entered the college education industry. Although this has injected fresh blood into the education activities of colleges, due to the lack of teaching experience and impetuosity of young teachers, the mobility of teaching staff in colleges is relatively large. To a certain degree, this has also led to a reduction in the adaptability of the management system of the education team.

2.3 Lack of Incentive Mechanism Affects the Enthusiasm of the Ideological and Political Education Team

According to the current situation of the management of the teaching team, many colleges have certain treatment deviations for ideological and political teachers. Most colleges allocate more excellent teaching resources to major teachers and professional teachers. Meanwhile, the salary of ideological and political teachers is slightly lower than that of major teachers^[3]. This has reduced the enthusiasm of teachers to a certain degree, and further affected the smooth progress of teaching management. Moreover, many university administrators have low recognition of the work of ideological and political education workers and do not attach importance to education activities. This will spiritually dampen the enthusiasm of ideological and political educators. The double blows of material and spirit will lead to many ideological and political teachers' slackness, improper work attitude and perfunctory work, which will not only reduce the efficiency and quality of teaching, but also affect the construction and management of education team. What's more, some ideological and political teachers will also form an attitude that they have nothing to do with themselves and don't focus on the construction and development of colleges, which is not conducive to improving the competitive strength of colleges in the fierce market competition and thus hinders the constant progress of colleges and universities.

3. Human Resources Development and Management Strategy of Ideological and Political Education Team in Colleges and Universities

3.1 Improve the Importance of College Administrators to the Construction of Ideological and Political Education Team

To change the current construction of the education team and improve the value and role of the education team, colleges should first promote the importance of the education team. Only when university administrators fully recognize the role of building the education team can they actively adopt diverse measures to strengthen the human resources management of the education team. First of all, university leaders should keep up with the progress of the times, constantly learn and understand the latest education and teaching knowledge, and then lay a good basis for changing teaching concepts. In the final analysis, the problems in the current team are that colleges do not focus on ideological and political educators and do not have clear goals for the construction of the team^[4]. Therefore, to change the existing problems of the education team, college administrators should first change their teaching concepts. Secondly, college administrators should also actively learn from the excellent human resources management experience of ideological and political teams

of other schools, and organically combine it with the real teaching condition and teaching objectives of the school to form a management mode of education team with college characteristics. Finally, college administrators should formulate corresponding policies and measures for the education team from the perspective of the progress of students and the smooth operation of the school, always adhere to the educational concept of comprehensive construction and all-round construction, and implement the importance of the education team.

3.2 Improve the Management System of Ideological and Political Education Team

Improving the management system of team is also an important way for colleges to strengthen the construction and management of education team. However, it is worth noting that when formulating the management system, colleges should analyze the current situation of education and the working ability and level of teachers, to promote the pertinence and adaptability of the management system of education team. First, college administrators should strengthen the recruitment of teachers. In the recruitment process, not only the professional ability and teaching level of the candidate teachers should be specifically analyzed, but also the professional quality and ideological level of the candidate teachers should be strictly reviewed and comprehensively considered. This can not only guarantee the quality and level of the follow-up education, but also strengthen the stability of the education team in colleges. Secondly, college administrators should establish a teaching assessment system to regularly assess the current teachers' work, work behavior and ideological level. In this way, we can not only fully recognize and grasp the problems existing in the current education team, but also select excellent teachers to the education team. Teachers who have wrong ideas, negative work and incompetence should be discouraged, so as to ensure the teaching quality and ideological level of the education team in colleges.

3.3 Establish and Improve the Incentive Mechanism

To further stimulate the enthusiasm of ideological and political education workers and promote the construction and management of education team, college administrators should establish and improve the incentive mechanism^[5]. A scientific and reasonable incentive mechanism can effectively mobilize the enthusiasm of teachers, enhance the status of education team in the teaching work of colleges, and keep the ideological and political education workers with high work fighting capacity. First of all, colleges should improve the assessment system and conduct an all-round assessment of the teachers' work, ideological level and work attitude. Material rewards and titles of excellent teachers shall be given to outstanding teachers, and ideological education and fines shall be given to teachers who have problems in their work attitude and behavior. In this way, we can form a good working atmosphere, use excellent teachers to set an example for the education team, and stimulate the work enthusiasm and learning enthusiasm of teachers. Secondly, colleges should also make corresponding adjustments to the salary of teachers, and effectively balance the wage gap between ideological and political teachers and other teachers on the premise of meeting the school's economic and financial conditions, so as to improve the teaching status of ideological and political education. Only in this way can we better build an education team with professional ability and good ideological quality from the perspective of human resource development and management^[6].

4. Conclusion

To sum up, although there are still many deficiencies in the progress and management of the human resources of the education team in colleges, as long as the college administrators transform their teaching concepts and strengthen the emphasis on the construction of the education team, they can improve the level and efficiency of education^[7]. Therefore, college administrators should strengthen the progress and management of human resources of the education team by improving the management system of the education team, establishing and perfecting the incentive mechanism and other measures. Only in this way can we ensure the smooth progress of teaching activities, improve the level and efficiency of teaching in colleges, and then cultivate and push the ideological

and moral cultivation of students, and push the overall progress of students.

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