

Research on the Status Quo of Human Resources of Undergraduates in Private Universities

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Abstract: *In the era of “Internet +” big data, all walks of life are constantly innovating and reforming, and the human resource service industry will also face adjustments and changes again, especially as the main employment group, college students will become one of them. Important human resource planning group. Wuhan currently has 86 colleges and universities, with more than 1.36 million college students, of which 31 are private colleges and universities. Therefore, through research on the human resources of private colleges and universities, it will be able to better serve and educate people, improve the core competitiveness of college students, and guide them.*

Keywords: *private colleges and universities, human resources*

1. Introduction

In the era of “Internet +” big data, all walks of life are constantly innovating and reforming, and the human resource service industry will also face adjustments and changes again, especially as the major employment group of college students will become an important one. Human resource planning group. Wuhan has 86 colleges and universities with more than 1.36 million college students, of which 31 are private colleges and universities. Although Wuhan has good human resources for college students, it has not been well developed and utilized. In 2020, Wuhan University graduates only 25.62 undergraduates. % Stay in Hubei, and only 36.20% of graduate students stay in Hubei. At the same time, the human resource service industry is growing. Wuhan has more than 200 large and small human resource service companies. They use Wuhan’s superior talent supply to develop and grow. At the same time, we also find that there is a mixed bag of service companies. There are a large number of false information that cause college students to be deceived, labor relationship disputes, colleges become free labor and other undesirable phenomena. Therefore, it is particularly important to choose college students’ human resources development.

As early as 2014, Premier Li Keqiang put forward the requirements in his government work report: “Continue to increase the central government’s investment in education, expand the provincial government’s power to coordinate education and the autonomy of colleges and universities, and encourage the development of private schools. We must provide good quality for the next generation. Education, and strive to give every child a fair opportunity for development.” However, due to the fundamental differences between private colleges and public colleges, there are fundamental differences in the system, which will inevitably lead to students in private colleges with their own uniqueness and limitations in all aspects. Sex. For example, the teachers, funds, and characteristics of students in colleges and universities are quite different. This will inevitably lead to a huge difference in the manifestation of human resources between students in private colleges and public colleges. As the enrollment scale of private colleges and universities in Wuhan has been expanding in recent years, it is necessary to attach great importance to the changes in the ideological characteristics of students in private colleges and universities in Wuhan, and to accurately grasp the laws, so as to better serve and educate people, improve the core competitiveness of college students, and guide them to become talents and partners. Employment.

In view of this, this article combs the status quo of the development of human resources of students in private universities in Wuhan, aims to improve the core competitiveness of students in private universities and promote the sustainable development of enterprises, and proposes feasible methods for the development of human resources of students in private universities in Wuhan.

2. Status Quo and Causes of Human Resources of College Students in Private Universities in Wuhan

2.1 Market environment

From the perspective of the market environment, there are still many misunderstandings in the society's perception of private college students. At present, most companies in the society use 985 and 211 in their evaluation and selection systems for college students. They are still in use today, and they are not reflected in the text. However, through interviews, it is found that the students who graduated from 985 and 211 are still companies. The first choice of this kind of stereotype is undoubtedly raising the threshold for private college students, leading to the loss of fair employment opportunities, and increasing the difficulty of employment for private college students [1]. There are more than two hundred human resources service companies in Wuhan. There are messy and false information, and the talent market is mixed. According to the survey of the types of part-time jobs that college students in private universities often come into contact with, they are mainly divided into the following categories: the first type of false part-time information, This kind of part-time job, which often simplifies work and pays inflated salaries, is often for freshmen who have just entered the university. They are exposed to imperfect knowledge systems, and they are more likely to be interested in this kind of part-time information. The second type of cheap labor is part-time. The hourly minimum wages for part-time workers in Wuhan are 18 yuan, 16 yuan, 14. 5 yuan, and 13 yuan in order. In the college student circle, there are many kinds of part-time jobs that sacrifice a lot of time to work at 7 yuan, 10 yuan, and 12 yuan per hour. Among them, part-time jobs of more than 20 yuan per hour, such as tutoring, modeling, and other jobs are better than Other part-time jobs have significant advantages in terms of social status, profitability, and improvement of their own abilities. But it is highly targeted, and part-timers account for a minority.

Judging from the current situation of part-time jobs of college students in our school, although there are many types of part-time jobs, such as handing out flyers, running errands, sales, and tutoring, most of them are not related to majors. Most of them are manual labor and less intellectual labor. At present, most of the jobs that enterprises can provide to college students are usually manual labor. Even if there are a small number of part-time jobs related to majors, they are more inclined to have a professional instructor as an endorsement. It can be seen from these phenomena that the current market environment actually takes a cautious and wait-and-see attitude towards college students as a kind of human resource, and does not want to invest large costs in development. As the subject of cultivation, colleges and universities take school education as the main body and are separated from social education, which leads to the fact that the human resources of college students cannot play a good role.

2.2 Human Resources Enterprise

From the perspective of human service companies, there are no systematic rules and regulations to constrain "retail" human resource service companies. These companies often aim for profit, regardless of the relevant rights and development of college students. In 2020, after a one-year trial operation of a "part-time group of college students in Wuhan" survey, it is found that part-time companies in the group first publish false and exaggerated recruitment information on various online app platforms to attract college students. Most of them recruit a large number of college students (private college students). Mostly) The labor process is indirectly realized through labor export and secondment to serve the employers, such as electronics factories, food factories and so on. It is particularly worth noting that small human resources companies often reach cooperation with businesses, and businesses first determine the salary of each person and distribute it to the human resources company. The exploitation of human resources companies through layers of agents has not only made the wages of students lower than the market price, but also the phenomenon that there are more agents in schools than part-timers. Even if college students are aware of this, they have no ability and motivation to recover. Every year there are a large number of college students in Wuhan, and it is precisely because of this that these companies have opportunities for all year round. As a college student, through this kind of part-time job, he has neither cultivated and exercised his own abilities, nor protected his own interests.

According to data from the National Bureau of Statistics, Wuhan's average salary in 2020 exceeds 8,000 yuan, ranking 13th among first- and second-tier cities in the country, but the median is only 3,984 yuan. The low starting salary requires the support of corresponding work experience. With the increase of working years, the salary can gradually rise to a higher level, which also leads to the

inability to retain many fresh graduates. The group of college students is young and energetic, likes to keep trying, and is not afraid of failure [2], especially the students in private colleges and universities cannot settle down in the long-term and repetitive work, and they will not last long in the enterprise, which will affect the sustainable development of the enterprise. This is also a dilemma for companies, because it costs a lot to cultivate a talent, and they are afraid that college students who have just joined the company will not dare to promote and train them. As a result, the human resources of the company are highly mobile and the employment rate of private college students is high. Low, the wage level is also at a mid- and downstream level.

2.3 College students

From the perspective of students, one is that they have limited part-time channels. As the main environment for college students to live in is the school, the information and resources that college students can understand are relatively limited compared to off-campus. Compared with other colleges and universities, private colleges and universities can obtain corporate resource information and alumni resource information. The main way to obtain information about part-time jobs is through intermediaries, introductions by friends, and campus posters. The information obtained through this kind of intermediary is that the authenticity of the information needs to be questioned. On the one hand, the students at school do not have the ability to distinguish their occupations or enterprises. On the other hand, the expenses they pay cannot be guaranteed. Intermediaries will collect intermediary fees in the name of their members. This charging model may cause college students to be unable to receive their salaries on time or to receive less salaries.

Second, social security is not sound. During the interviews with students, it was found that most students had encountered false information and labor disputes. The handling of these false information and disputes is very complicated. In the existing labor laws and education regulations, there are no provisions specifically for the labor security of the college student group, which will inevitably lead to the fact that college students will find no way to complain during the job search and entrepreneurship process [3], rights and interests cannot be guaranteed. For example, the state does not mandate the signing of labor contracts for college students who work part-time at school. Generally, it is an internship contract. Although this will preserve the status of fresh graduates for college students, they will gain some conveniences and make them realize that studying in college is the main reason. However, it ignores that learning is not only a way for schools, but society is also a kind of learning. School-enterprise cooperation is a good model. This requires the state, schools and enterprises to pay attention to this issue, establish a related guarantee system, protect the legitimate rights and interests of college students, and lay a system foundation for the development of human resources of college students.

3. Ways to Deal with the Human Resources Situation of College Students in Wuhan Private Colleges

As far as schools are concerned, they should give full play to the professional characteristics and application functions of colleges and universities, and find another way to enable students in private colleges and universities to have skills through reforms and innovations. The state has revoked three books, and vigorously encourages vocational education. The college entrance examination reform will be cut twice in two years to participate in the college entrance examination. It can be seen that in the future, those who can enter the university will be high-quality and high-ability talents. The passing rate of the college entrance examination will be higher. Reduced to a value, elite talents become more and more concentrated. So in the future, if private universities do not carry out reforms and innovations, establish their own school-running characteristics, and provide private students with a better “out”, then the “import” will be sealed invisibly.

At the human resource enterprise level, on the one hand, companies need to do their own human resource planning and recruit college students in a targeted manner. On the other hand, human resource service companies that are middlemen must publish reasonable information based on the actual needs of the employer. To avoid the misalignment of job supply and demand, improve the company's employment efficiency and optimize the job experience of job seekers. The employment issue is a social issue that has been on the cusp in recent years, especially now that the employment of college students has attracted much attention. Fresh college students lack the knowledge system to deal with the connection between the school and the society, lack the corresponding work experience, and do not

understand the operation of the company. This requires companies to use information technology, such as virtual VR technology, to enable college students to have a clear understanding of the occupation and work environment they want to engage in, and to improve job matching and efficiency through this scene recognition. For students in private colleges and universities, it is necessary to solve the knowledge gap between study and work, to make the freshmen more practical, to make the students directly connect with the intellectual resources of the company, and to train talents for the company, shorten the time and time for the company to train talents. energy.

As far as the students are concerned, the difficult situation of college students in private colleges and universities account for a large proportion of their own factors because the quality and ability of college graduates cannot meet the market demand. This requires college students to develop their own human resources and improve their own value to become the talents they need. No matter in that era, you need to constantly improve yourself and cultivate yourself to be a worthy person. Lifelong learning will also become a basic characteristic of human beings in the future. As a student of a private university, he should devote himself to cultivating himself into a student of a private university with distinctive characteristics.

4. Conclusion

Therefore, through the three aspects of universities, students and human resource service companies, jointly cultivate and improve the comprehensive quality and employability of private colleges and universities, which will win the reputation of colleges and universities, students will win the value of life, and enterprises will win the win-win situation of the tripartite of talents. It can provide more outstanding talents for my country's economic and social construction.

Acknowledgement

Funding: National College Student Innovation and Entrepreneurship Training Program "Xuebanggong University Student Career Platform" (202013241010X)

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