

# Exploration and Practice of Ideological and Political Implementation of Human Resource Management Course

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**Abstract:** *Ideological and political curriculum is an important way for colleges and universities to implement the fundamental task of establishing morality. As the basic core curriculum of management majors, human resource management course contains a wealth of implicit ideological and political elements and shoulders the mission of cultivating high-quality compound technical talents with patriotic feelings, socialist core values and excellent professional qualities. This paper combines the characteristics of the curriculum and the characteristics of learning, from refining the elements of ideological and political education, the construction of professional curriculum content and other aspects of practice and exploration, is committed to improving the effect of human resource management curriculum ideological and political education.*

**Keywords:** *human resource management, curriculum ideological and political, ideological and political elements*

Since it was proposed at the National Conference on Ideological and Political Work in Colleges and Universities, make full use of classroom teaching as the main channel, the ideological and political theory course should insist on strengthening in the improvement, enhance the affinity and pertinence of ideological and political education, meet the needs and expectations of students' growth and development, and form a synergistic effect with the ideological and political theory course.<sup>[1]</sup> colleges and universities across the country actively explore the reform of ideological and political teaching courses. In 2020, the Ministry of Education issued the "Guiding Outline of Ideological and Political Construction of Higher education institutions" which pointed out the direction of the integration of ideological and political course."<sup>[2]</sup> As the main battlefield of cultivating talents for the party, colleges and universities should integrate ideological and political teaching into every classroom.

## 1. Curriculum and Academic Profile

The course of Human Resource Management is not only a professional course of human resource management, but also an elective course of electronic commerce, financial management and tourism management. Our school has carried out ideological and political teaching for three years. In the teaching design process, we should reasonably choose and apply ideological and political elements according to the curriculum objectives and professional knowledge. Emphasizing "people-oriented," the educational concept of "curriculum ideological and political" is integrated into the four core links of human resource management, so that ideological and political education and human resource management courses can be effectively combined. Relying on human resource management knowledge containing ideological and political elements, increase the intervention of students' thoughts, so that students have a certain height and level of ideological character, can play their own comprehensive quality according to the actual needs of enterprises, so as to easily adapt to the workplace environment.

## 2. The Necessity of Integrating Ideological and Political Elements into Curriculum Teaching

The course "Human Resource Management" aims to cultivate applied talents who can master the basic skills of modern human resource management and have multi-disciplinary knowledge and ability. Rising to the level of social reality, its ultimate point is to cultivate all-round development, able to adapt to the current knowledge economy and market economy development of "management" talents.<sup>[3]</sup> At the same time, by the Internet age FMCG culture surging influence, some values in the "dross" social trend

of thought also to a certain extent shake, digestion, erosion of college students' ideological values, affecting their political judgment. Therefore, this requires the "Human Resource Management" course to guide students to exposure to social reality to understand China's current world, national conditions, party conditions, people's conditions, return to the specific social context under the Chinese system to digest the curriculum knowledge.

### **3. Curriculum ideological and political content design**

#### ***3.1 Clear political identity is the main tone of curriculum ideology and politics***

Political identity education is the main tone of the ideological and political construction of the course "Human Resource Management." The teaching of each chapter is to help students find a sense of belonging to the national political system, stimulate the release of their emotions, and ultimately achieve the corresponding political behavior. In the process of strengthening political identity, it focuses on the theoretical explanation and practical connection of the curriculum. On the one hand, it introduces the objective reality of China's human resource management development in detail through classroom teaching, and deeply analyzes the strategic requirements of China's talent strategy reform and development. Rational interpretation is in line with the urgent needs of human resource management development in China's existing national conditions, so that students can highly identify with the current learning direction and clarify the direction of in-depth study of related theories and technologies. On the other hand, in the corresponding practice link, it helps students to enhance the perceptual knowledge of China's socialist economic development in the specific management situation, and to understand China's talent strategy, human resource coordinated development, human capital service, Human resources work in the new period such as talent team construction requires in-depth knowledge and deep understanding, which can enable students to accumulate good political quality in the organic process of cognition and practice, and gradually strengthen students' political identity in the construction of China's political system.

#### ***3.2 Fully tap the potential, the system selects the ideological and political elements of the curriculum***

##### ***3.2.1 Chinese traditional culture and education in the development of human resource management***

Excellent traditional culture can also become the ideological and political elements of human resources management curriculum. There are many ideological and political elements in Chinese traditional culture, which play an important role in the formation of students' personal quality and professional accomplishment. In the process of describing the development process of human resource management, teachers can choose the integration method of special topic embedding. It tells the story of Chinese traditional culture and shares the ancient Chinese ways of employing people in ancient Chinese books, so that students can form the confidence in its culture and adhere to the people-oriented spirit.

##### ***3.2.2 Education of Patriotism in the Overview of Human Resource Management***

The purpose of human resource management is to impart humanistic values to students, help them understand human nature correctly, and establish a comprehensive perspective on development and employment. In the overview of human resources, the overview of human resources management, and the development of human resources management into "national education sentiment" and "socialist core values education", the functions of human resources management such as absorption, maintenance, and development are introduced based on traditional cultural wisdom and ancient sages' management principles. The course aims to introduce students to the strategic and systematic nature of management and teach democratic and centralized management methods.

##### ***3.2.3 Objective, fair, honest and trustworthy education in employee recruitment and selection***

Enterprises in the recruitment of employees, in the face of different job seekers should be treated fairly, meritocracy. Recruitment should be objective and fair in its procedures and methods. At the same time, enterprises in the recruitment process, in the employee resume screening, background Investigation and other links will focus on the authenticity of the applicant's information, and providing true information is the basic criterion that the applicant should abide by. Therefore, in the teaching of staff recruitment and selection projects, teachers can integrate into the national civil service recruitment process, honesty and trustworthiness education, emphasizing the impact of honesty and trustworthiness on people's moral realm. At the same time, educate students to reject false propaganda and reject employment discrimination.

### ***3.2.4 Staff training to establish the concept of lifelong learning education***

The course on training and development content teaching includes the classification of training development, training effect assessment, and different training methods. The teaching method of interspersed cases is chosen to discuss Huawei's training system as an example. The course aims to help students understand talent development in the new era and grasp the "three dimensions": talent work in the new era should grasp the "height", "depth", and "width". The course also aims to cultivate students' concept of lifelong learning.

### ***3.2.5 Correct Money View Education in Salary Management***

Salary management is the main means of enterprise incentive mechanism. In this part of the course, teachers can help students understand the relationship between performance, ability pay, and individual pay by analyzing the truth of "more work, more pay". By introducing some social hot topics, such as negative cases of enterprises, students are guided to gradually form the good quality of working hard, bearing hardships, and forming a correct view of money.

### ***3.2.6 Employee career planning education***

Teachers can focus on teaching personal career planning when they are teaching the project of career management. After learning about the history of human resource management, students can envision the development trend of human resource management profession from a global perspective. Understand the needs of enterprises for human resource management positions, clarify specific professional norms, form career concepts and career planning awareness, and clarify personal career planning goals. Teachers can introduce the question "Should I choose the profession I love or the profession I am good at?" to stimulate students to think positively. Teachers can also share the career development stories of previous graduates of this major, so that students can find career positioning, establish correct career ideals, and carry out their own career planning. In the new era, it's crucial to master the strategies of career planning and career choice. It's important to emphasize how contemporary college students can align their career planning with the talent needs of the country. Furthermore, cultivating an overall perspective among students is essential.

## **4. Elaborate design and optimization of teaching methods**

In the classroom, while imparting the basic knowledge and basic principles of the curriculum to the students, the natural ideological and political elements, pay attention to the education and training of students' professional ethics and ideological and moral character <sup>[4]</sup>. So as to achieve the goal of moral education of "three full education" and "Lide Shu Ren."

The teaching content of each item in the course of Human Resource Management is different, so the teaching methods should be changed accordingly. Closely related to several major teaching projects of "Human Resource Management," fully excavate various ideological and political elements, and use the teaching forms of case interspersing, topic embedding, discussion and analysis or practice to strengthen ideological and political infiltration in daily teaching, so as to achieve the effect of "moistening things silently." For instance, in the teaching of labor relations, legal cases are utilized through role-playing to help students understand the importance of establishing labor relations for both enterprises and individuals in resolving labor disputes. When explaining human resource management planning, students are encouraged to complete the task of human resource management planning through field investigations and actual calculations. This approach promotes students' understanding of the 'planning' aspect of China's national development through enterprise human resource planning, thereby fostering a scientific planning consciousness. Teachers can organize students to carry out human resource management activities according to specific subject situations in teaching. Through thematic discussion and group inquiry, students can strengthen communication and develop a sense of teamwork. The traditional teaching method lays particular stress on the theory study, the student's practice. The training is relatively small, the students' deep thoughts and feelings are lacking. Under the teaching concept of attaching importance to ideological and political curriculum, teachers need to use ideological and political elements in teaching design to innovate teaching methods, and add more practical teaching content to each teaching project, so that students can understand and deepen ideological and political consciousness in the process of practice. Teachers should encourage students to go out of school and experience the society, cultivate students' sense of responsibility in social practice through the connection of theory and practice. At the same time, students can also accumulate human resource management experience from social practice, and re-recognize the requirements of enterprises and society for human

resource managers. Rational understanding and analysis of the current human resources professional employment situation, establish a correct concept of career and career ideas, with the development of the vision of human resources management, and actively enhance their professional ability and professional knowledge.

### **5. Clarifying the Standards and Highlighting the Evaluation of Ideological and Political Curriculum Implementation**

Under this requirement, based on the all-round development of students, the curriculum assessment project is divided into four parts, the first part is the classroom process assessment, which examines students' learning attitude during the learning process, including attendance, class performance, homework completion and group discussion participation. The second part is the simulation assessment of classroom activities, simulating personnel recruitment interviews, using role-playing methods, not only assessing students' vocational skills, but also assessing whether students have correct professional ethics and whether they are competent for the actual work of enterprises; The third part is practical assessment, which cooperates with enterprises to let students enter enterprises for social training, and the guidance experts of enterprises evaluate students' work attitude and work ability; The fourth part is to promote learning results assessment, students through participation in human resources related to the results of the competition, feedback classroom teaching, analysis of competition experience in the classroom. Through the teaching assessment of the above four parts, we can understand the effectiveness of the integration of ideological and political elements into human resources classroom teaching and personnel training, and better adjust the curriculum standards and instructional design, so that the ideological and political curriculum can deeply affect the growth and career development of students.

### **6. Summary**

Ideological and political curriculum is an important aspect of teaching reform, but also an important trend. The curriculum reform of "Human Resource Management" should embody the curriculum ideology and politics. Curriculum ideological and political education is an important aspect of teaching reform and an important trend. The reform of the human resources management curriculum should effectively reflect the ideological and political aspects of the curriculum and improve the teaching effect. In addition to the refining and dissolution of ideological and political elements in the course design process, the selection of teaching methods is based on the teaching content and a large number of more suitable teaching methods. It is also necessary to build a professional ideological and political teaching team. At the same time, we will strengthen school-enterprise cooperation, refine the employment requirements of enterprises and place its Chicago curriculum content based on social needs, and enhance students' professionalism and craftsmanship.

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