Analysis on the Construction of Human Resource Management Professional Course Group based on Digital Technology

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Abstract

The use of digital technology to transform the traditional teaching mode of human resource management is an important means to meet the development requirements of the times and improve the quality of teaching. First of all, the article analyzes the role of digital technology in the establishment of human resource management professional curriculum group, and understands the goal of establishing human resource management professional curriculum group based on digital technology. After that, the article discusses the construction content of the human resource management professional course group based on digital technology, and finally puts forward corresponding safeguard measures for the construction of the course group.

Keywords

Digital Technology; Human Resource Management Major; Course Group Construction.

1. Introduction

The "digital technology + education" model is the combination of network information technology and education, and transforms traditional education into a modern education model with the characteristics of digitization of educational resources. The online teaching platform based on digital technology has the advantages of convenient access, vivid image, comprehensive and intuitive, and constantly promotes the change and development of traditional teaching mode. The talents trained by the human resource management major are the main personnel who directly enter the enterprise, recruit troops for the enterprise, and carry out employee training. Using the teaching mode with the characteristics of modern digital technology to cultivate the students of this major is not only the requirements of modern education reform, but also to meet the needs of social enterprises. access to talent. The construction of human resource management professional course groups based on digital technology can provide students with comprehensive and systematic professional knowledge education resources, establish teaching teams for teachers, share educational resources, and improve teaching levels. The construction of curriculum groups is an important way to reform the traditional teaching mode, and it is also an important way to improve the skills of students majoring in human resource management.

2. The Role of Establishing Human Resource Management Professional Course Group Based on Digital Technology

(1) It is convenient for students to acquire and learn comprehensive and systematic professional knowledge

The human resource management professional knowledge system includes six modules, each of which becomes a course. Although each course has its own focus, each course is interconnected and closely related. The establishment of a course group through digital

technology, on the one hand, facilitates students to obtain the knowledge resources of each module in the human resource management professional knowledge system, and also enables students to understand the role and status of each course in the entire knowledge system; on the other hand, the course group can The scattered professional knowledge is integrated together to form a knowledge base. Students can systematically and comprehensively learn professional knowledge and establish a complete knowledge system with the help of the course group.

(2) Improve the connection between the professional courses of human resource management

The contents of the six sections of Human Resource Management are complementary and closely related. However, in the traditional teaching mode, the teachers of each course design the teaching plan according to their own knowledge content. There are a lot of repetitions, which seriously affect the students' systematic and comprehensive learning of professional knowledge, and inhibit the students' enthusiasm for learning. Course teachers are also in a passive state. In the course group built on the basis of digital technology, teachers in charge of each module course of human resource management can communicate and communicate conveniently and quickly through this platform, and mutually determine their respective teaching contents, so as to avoid duplication of professional knowledge in each course. omissions.

(3) Enhance the teaching ability of course teachers

University teachers are human resources with strong time flexibility and loose management. In addition to classes, meetings and group activities organized by the school, there is less communication and contact between colleagues and less communication and communication about teaching. Even if some teachers have ideas and plans, it is difficult to find a suitable time to communicate and discuss with other teachers, so that the teachers' ideas cannot be implemented and the teaching mode cannot be improved. However, in the human resource management professional course group established based on digital technology, course teachers can express their ideas to other teachers anytime and anywhere through this platform, so as to collect suggestions and opinions from teachers through this platform, and then combine with human resource management students. In addition, teachers can use this platform to communicate in real time, share teaching experience, and solve teaching problems, thereby enhancing the overall teaching ability of teachers specializing in human resource management.

3. The Construction Goal of the Professional Course Group of Human Resource Management based on Digital Technology

(1) Build a database of teaching resources for human resource management courses. Assemble and integrate teaching resources according to the knowledge content contained in the courses, and use digital technology to build a teaching resource database for human resource management courses. The database should include course introduction (mainly including course type, teaching objectives, teaching method, course closing method, course main content, etc.), teacher profile, teaching syllabus, teaching video, teaching courseware, course announcement, daily homework and tests, The necessary resources for course development such as examination requirements, as well as teaching resources such as course-related extended learning materials supplemented to allow students to have a deep understanding of knowledge.

(2) Design the teaching module of human resource management professional curriculum system. Using digital technology, the traditional teaching method based on face-to-face teaching knowledge has been changed into a teaching mode that combines four modules of classroom teaching, case analysis, practical operation and independent learning. Teaching content and

teaching methods, students with different basic levels and facilities can choose different teaching modes to meet the individual learning needs of students.

(3) Create a student-oriented teaching organization model of human resource management professional courses. Student-oriented, combined with the needs of enterprises for human resource management talents, based on digital technology to create a teaching organization model for human resource management professional course groups, such as online teaching, online Q&A, flipped classroom that combines inside and outside class, online and offline hybrid teaching It reconstructs the course content and model by enriching the teaching content and increasing the teaching form, so as to effectively improve the way of communication between teachers and students, the way of knowledge imparting and acquisition, etc. A new relationship is established between autonomous learning, allowing students to learn the course content more autonomously.

4. The Construction Content of the Professional Course Group of Human Resource Management based on Digital Technology

(1) Divide and define the types of human resource management professional personnel training. For a long time, there have been huge differences in the training modes of human resource management professionals in domestic and foreign universities, and there are significant differences in training time, training mode, teaching form, and assessment method. The reason for this phenomenon is that different countries have different needs for talents, different emphasis on training talents, and different training methods used. Therefore, in order to cultivate the professional talents of human resource management required by enterprises in our country and enable students to learn and master the skills required by enterprises, it is necessary to divide and define human resources by levels and categories in combination with the economic development of our country and the demand for talents by domestic enterprises. Only then can the corresponding talents be cultivated at different levels and categories. Therefore, the primary task of the established course group is to define the concept of human resource management talents, what are the needs of different enterprises or different departments of the same enterprise for human resource management talents, what levels of talents are divided into, and what knowledge and skills are required for talents at different levels, etc. , to clearly define the types of human resource management professional personnel training, and lay the foundation for subsequent personnel training.

(2) Understand the current situation of human resource management course group construction in my country. Field visits and questionnaires were used to understand the current situation of the application of digital technology in the teaching of human resource management majors in colleges and universities in my country, especially the construction of human resource management major course groups, including course group construction goals, framework system, number of courses, knowledge content, teaching mode, etc. Then, it summarizes and refines the characteristics of the curriculum groups currently established by colleges and universities in my country, analyzes the problems and reasons existing in the construction of human resource management professional curriculum groups, and lays a good foundation for formulating a design plan for establishing human resource management professional curriculum groups based on digital technology.

(3) Use digital technology to build a professional curriculum group of human resource management. The application of digital resource integration technology, digital information processing technology, multimedia technology, Internet technology and other technologies has brought about great changes in the teaching mode, making it more modern and diversified. College teachers need to actively learn and master the above digital technologies, and apply these technologies in daily teaching, integrate modern digital technologies into traditional

teaching models, build Internet teaching platforms, and use multimedia teaching facilities to transform traditional teaching models into online and offline teaching. A blended teaching mode that combines the forms of in-class, in-class and out-of-class, face-to-face and online communication. On the one hand, according to the characteristics and requirements of human resource management professional courses, the teaching method of the course is designed into four modules: classroom teaching, case analysis, practical operation, and independent learning. Through the combined application of each module, the teaching becomes more flexible and vivid. , so that students can more deeply and comprehensively understand the knowledge they have learned and better master the required skills. On the other hand, through the Internet teaching platform, the real-time sharing of information resources such as course materials, case analysis materials, chapter exercises, and examination papers can be realized, and teachers and students can also communicate anytime and anywhere, effectively improving teachers' teaching effect and students' learning. Efficiency and improve students' autonomous learning ability.

(4) The application strategy and effect evaluation of the human resource management professional course group constructed based on digital technology. The purpose of the human resource management major course group constructed based on digital technology is to apply it to the course teaching of human resource management major, so that it can serve teachers and students. In the process of using the course group, firstly carry out a certain course group use training for teachers and students, and monitor the platform construction, software use, teaching equipment use, etc. in real time to ensure the smooth use of the course group and the smooth development of the course; secondly , comprehensively evaluate the use effect and function of the course group from the aspects of teachers' teaching quality, teaching effect, students' practical operation effect, knowledge mastery effect, professional skill improvement effect, etc., and design online and offline information feedback channels for corresponding use evaluation and improvement feedback collection.

5. Guarantee Measures for the Construction of Human Resource Management Professional Curriculum Group based on Digital Technology

(1) Integrate teaching resources according to the content and requirements of human resource management majors, and use digital technology to build a network teaching platform to achieve resource sharing is the foundation. Possessing abundant teaching resources is the basic condition for course development. Teaching resources should be determined according to the setting of course content to meet the needs of students for various resources in the learning process, including course introduction, teacher introduction, course outline and courseware. , course notices, homework and examinations, and other necessary resources for teaching, as well as reference materials for teachers to broaden their knowledge and students to learn independently. Use digital technology to establish an Internet teaching platform, integrate various resources to form a resource library, and upload and publish teaching resources in the corresponding modules according to the division of each module in the knowledge system of human resource management professional courses, so as to realize resource sharing. , to promote the smooth development of teaching activities, and to improve the efficiency of students in collecting data and learning professional knowledge.

(2) It is a condition to manage the team of teachers and students according to the curriculum plan and requirements. On the one hand, create a team of teachers for each module of the human resource management professional course, including the main person in charge of the course, lecturers and assistant teachers. Team members need to use digital technology to integrate into all aspects of teaching, constantly carry out innovative teaching to change the

traditional teaching mode, and ensure the smooth construction and application of course groups. On the other hand, supervise the students who enter the course group to study, so that the students can complete the learning content on time and according to the amount. The human resource management professional course group constructed by digital technology has various forms of management and assessment of students, such as checking the records of student registration and login, online learning time, viewing of courseware, completion of homework, completion of examinations, etc. Understand the learning situation of each student in detail, so as to supervise and manage the situation of each student separately, so as to achieve the effect of both unified supervision and separate management, so as to ensure that each student can complete the course requirements on time and according to the quantity.

(3) According to the teaching tracking and evaluation, the establishment of teaching link management is the guarantee. In the teaching process, check the tracking data in the course group, keep abreast of the students' learning dynamics, check the students' self-learning progress, participation in question answering, completion of extracurricular homework and other information, according to the requirements of each teaching link, to determine whether the students meet the course requirements If the students fail to meet the requirements, they can communicate with the students individually through communication software (DingTalk, WeChat, QQ, etc.) to understand the reasons for the students' failure to complete the tasks and to supervise and encourage them to ensure that each student can complete each link. assignment. In addition, through the use of the course group by the teacher team and students, while deeply understanding the function and function of the course group, some defects will also be found, so as to evaluate the course group, and put forward improvement suggestions and opinions for the deficiencies. , to make the function of the curriculum group more and more perfect, the system more and more perfect, and finally realize the comprehensive scientific management of all aspects of teaching through the use of the curriculum group.

Acknowledgments

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