An Exploration and Analysis of the Teaching Reform of Human Resource Management Major in University from the Ideological and Political Perspective of Curriculum

Nan Li
Jilin Engineering Normal University, Changchun, Jilin, China
605899579@qq.com

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Abstract. At present, school running in Higher Education Institution are facing a complex international and domestic environment. College students are facing the challenges of the collision of various ideas and confrontation of diverse ideological trends and cultures. It requires all teachers not only to pay attention to the formation of students’ knowledge and ability, but also to lead their thinking and shape their values. How to do a good job of "ideological and political course" and be headed for "ideological and political theories teaching in all courses" is a matter of great concern to the current education and teaching departments, as well as relevant universities and teachers. Combining with the characteristics of human resources management major, this paper provides the way to promote “the ideological and political perspective of curriculum”.

Question

For a long time, China’s higher education has been in a state of separation and between specialty course education and ideological and political education. Knowledge imparting is a teacher’s main responsibility, and ideological and political education is college counselors and the course teachers’ duty. In most cases, we can’t correctly understand the relationship between knowledge imparting and value leading. The phenomenon of this separation between teaching and education is quite common.

The ideological and political work in colleges and universities must throughout the whole process of education. No matter in any course, ideological and political theories teaching should be carried out. Various ways should be adopted to ensure the advancement of “the ideological and political perspective of curriculum”. The teaching should insist on taking the cultivation of people by morality as the central link, realize the whole and all-round education, and create a new situation for the development of higher education in China.

Importance of Introducing “From the Ideological and Political Perspective of Curriculum” into Teaching Reform

Firstly, “the ideological and political perspective of curriculum” is an Important Direction and Content of Curriculum Reform in Higher Education.

Under the complicated and changeable external social environment, the constant conflict of interests, the infiltration and confrontation of multi-culture, it is difficult to guide the values of college students solely by ideological and political theory courses. We should give full play to the advantages of multidiscipline and experts, form a linkage education model, promote the goal of “all-course, all-round and all-member education”, and promote the development of ideological and political work.

The realization of “the ideological and political perspective of curriculum” in universities is the top priority to promote the effectiveness of ideological and political work. From the functional orientation of ideological and political courses, major courses and general quality courses, “the ideological and political perspective of curriculum” is an important direction of innovation and
moral education reform in Colleges and universities. At present, many areas in China have introduced “the ideological and political perspective of curriculum” into the teaching of major courses, such as Shanghai, Zhejiang, Jiangsu and other places, leading the reform of “the ideological and political perspective of curriculum”.

Secondly, “the ideological and political perspective of curriculum” helps to realize a three-dimensional and all-round education model.

Teaching and cultivating people are inseparable. Through the new concept of “the ideological and political perspective of curriculum”, professional courses can pay more attention to the overall design of the curriculum and integrate the corresponding parts into the content of ideological and political education. It can become an effective carrier of the education for students’ value. It not only changes the single practice that ideological and political education only taken in ideological and political theory courses, but also expands the space of students’ ideological and political education. It can effectively construct a three-dimensional education model which integrates ideological and political courses, professional courses and general courses.

Connotation and Characteristics of Reform in “The Ideological and Political Perspective of Curriculum”

Connotation of “The Ideological and Political Perspective of Curriculum”

At present, there is no clear and unified definition of what is “the ideological and political perspective of curriculum”. By reading relevant literature and understanding of General Secretary Xi Jinping’s important speech, this paper summarizes it as follows: Teachers should merge value guidance into teaching design moderately and appropriately in various professional courses around the goal of talent cultivation and talent cultivation program in colleges and universities, so as to realize the effective combination of teaching and education.

Characteristics of “The Ideological and Political Perspective of Curriculum”

Value Guidance. “The ideological and political perspective of curriculum” is not to reverse the teaching content, nor to turn all courses into ideological and political education classes, but to require all teaching to adhere to the principle of “cultivating people first, moral education first” to truly implement in talents training, so as to achieve the organic combination of knowledge imparting and value leading.

Content Integration. The introduction of Ideological and political elements should be appropriate and pertinent, consistent with the teaching content and training target, and not to add something deliberately unless the added contents can be well combined with classroom teaching and practical teaching contents. Only in this way can we enhance students’ sense of acquisition in learning, maximize students’ sustainable development ability and value increment, and realize the all-round development and co-frequency resonance of knowledge, skills and values.

Comprehensive Education. The promotion and implementation effect of “The ideological and political perspective of curriculum” can enable students to realize the all-round development of knowledge, skills and values.

Ways to Promote “The Ideological and Political Perspective of Curriculum” in Human Resources Management Major in Colleges and Universities

Strengthen Top-level Design and Implement “The Ideological and Political Perspective of Curriculum” into Talent Training Program, Teaching Plan and Quality Evaluation

Schools and departments should construct a three-dimensional education model, concentrate their efforts on the teaching reform of “the ideological and political perspective of curriculum”, strengthen the coordination of teaching departments, enhance top-level design, revise the talent training program of human resources management, attach importance to the implementation of ideological and political elements, adjust teaching content and teaching plan accordingly, and
political. To avoid blindly and indiscriminately add some content just to realize “the ideological and political perspective of curriculum”, we are supposed to follow the laws of education and teaching.

**Strengthen the Teaching Design of “The Ideological and Political Perspective of Curriculum”, Teaching Resources Development, and Teacher Teaching Platform Construction**

**Strengthen the Overall Teaching Design and Ideological and Political Design of the Curriculum System.** In the process of teaching design, we must first clarify the ideological and political value and significance of human resources management practice and subject development, and the selected ideological and political elements are authentic and valuable. Finding the entry point and connection point is very essential to the design of whole course system of human resources management specialty, and the questions how to introduce the ideological and political elements into the course teaching and how to select the content of the ideological and political elements of the theoretical course system. Generally speaking, our current teaching will set teaching aims and the setting of teaching aims of human resources management specialty must have cognitive goals, emotional goals and skills goals. In addition to the knowledge of professional knowledge, cognitive goals should also include the understanding of the Party's policies, socialist core values, national consciousness, etc. Is the most important thing that how to integrate all the cognition; To achieve emotional goals, we need more considerations about which ideological and political elements could be taken to guide students' values correctly, so that students can correctly judge the relevant issues; To achieve skills goals, we should not only exercise the practical operation ability of the corresponding modules of human resources management specialty, but also integrate the task of using scientific theory to guide skill training into the project training so as to promote the comprehensive improvement of moral accomplishment, political consciousness, theoretical level and professional level of human resources management major students.

**Organizing the Development of Teaching Resources Such as Textbook Compilation.** In order to ensure the maximization of ideological and political education effect, human resources management specialty should construct a teaching resource system based on “the ideological and political perspective of curriculum”, improve curriculum standards, teaching programs and teaching courseware, compile typical courses into textbooks. Such as organizational behavior courses, it is necessary to integrate ideological and political elements into teaching materials, and strengthen the construction of high-quality practical teaching bases and practical projects. It is in this way students have the opportunity to broaden their horizons and knowledge.

**Enriching Teaching Contents and Forms.** Teachers in human resources management major should pay attention to the construction of teaching platforms such as theoretical teaching, practical teaching and network teaching, properly convey ideological and political elements. Through various forms such as typical characters, cases and learning materials, we could strengthen the value guidance and incentive to college students.

**Strengthen the Construction of Teaching Staff in Human Resources Management Specialty**

As a teacher in human resources management major, first of all, we should have a high ideological and political awareness, not to just ensure the completion of our own teaching tasks and feel that cultivating students has nothing to do with ourselves. Teachers should be able to timely insight into students' ideological changes, introduce appropriate ideological and political elements into the relevant issues in the course teaching, and guide students to correct values; Secondly, teachers should constantly improve themselves and enrich their knowledge. Only in this way can students be more convinced and trust in teachers, can “the ideological and political perspective of curriculum” be meaningful. Therefore, schools should provide teachers with training and learning opportunities, so that teachers can better and more actively explore ways and means of “the ideological and political perspective of curriculum”. Finally, we should integrate human resources teachers staffs, integrate ideological and political education teachers, student counselors and enterprise experts, ensure the sharing of relevant information, resource interoperability, teaching interaction, build a sound curriculum system and cooperative curriculum construction action system, and keep improving the teaching ability of the “the ideological and political perspective of curriculum”.

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Institutional Guarantee for the Implementation of "Ideological and Political Theories Teaching in All Course" in Universities and Colleges

“The ideological and political perspective of curriculum” should be included in the school teaching development plan and be regarded as a quantified index in the evaluation of teaching quality and teachers’ performance. It is in this way teachers can be encouraged to actively carry out the curriculum. At the same time, the research and practice projects of “the ideological and political perspective of curriculum” education teaching reform should be supported in terms of funds.

Conclusion

The key of “the ideological and political perspective of curriculum” lies in how to put the ideological and political elements into professional courses and construct the path system to achieve the goal of “Three-Wide Education”. “The ideological and political perspective of curriculum” is the inevitable trend and choice of higher education development, and can accelerate the realization of the qualitative leap of ideological and political work in Colleges and universities.

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