

Innovation Analysis of Personnel Management Informatization Mode in Higher Vocational Colleges in the Era of Big Data

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Abstract

The era of big data is not to be able to master data, but to be able to use data. There is a close relationship between the development of Higher Vocational Colleges and the construction of teaching staff. In the big data environment, in order to improve the structure of teachers, improve the construction of discipline echelon, cultivate high-quality talents, and implement the management of teachers' titles and performance, how can the personnel management in Higher Vocational colleges carry out the innovation of personnel management with the help of informatization? This paper analyzes how to promote the innovation of personnel management mode in Higher Vocational Colleges with the help of information construction under the big data environment, and gives some effective measures, hoping to bring help to everyone.

Keywords

Big data; higher vocational colleges; personnel management information mode.

1. Introduction

At this stage, China has entered the era of big data. In such an era, big data is not limited to mastering data, but also needs to learn how to master data. The actual operation period and development of higher vocational colleges are mainly to cultivate more professional talents, and at the same time transport these professional talents to every industry in the society. Since its establishment, personnel management has been an indispensable part of the normal operation of enterprises. For higher vocational colleges, it is the same. In the big data environment, during the personnel management of higher vocational colleges, it is also necessary to develop in the direction of informatization, which can not only improve the management efficiency, but also ensure the management quality, so that the comprehensive level of personnel management in higher vocational colleges can be effectively improved.

2. Current Situation of Personnel Management Informatization in Higher Vocational Colleges

(1) The informatization of personnel management still stays in the information data
With the help of the investigation and analysis of the specific situation of personnel management in Higher Vocational Colleges at ordinary times, it can be concluded that, up to now, the informatization of personnel management is only at the initial stage, also known as the data period of information. On the basis of conforming to the arrival of the era of big data, higher vocational colleges should also make use of some targeted methods and measures according to their own specific situation to make personnel files achieve the trend of electronization and informatization. In this way, not only can the efficiency of daily work be improved, but also the management mode of electronization can be used to achieve self search and self statistics Function. In the actual operation of personnel management, the analysis and

decision-making consistent with it has a very important impact and role, but the decision-making and implementation, or with the help of personnel specialists can do, database in all the operation process, only plays a role of assistance. In the normal operation process of higher vocational colleges, we should understand the importance of information management in school personnel management. During the construction of personnel management informatization in higher vocational colleges, the mode should avoid staying in the management information system as far as possible. According to the specific situation, with the help of the role of the management system in the specific application, the value of data information can be reflected, and strong information support can be provided for decision makers.

(2) Lack of unified management and sharing of information

With the analysis of the actual situation of personnel information management in higher vocational colleges, it is concluded that during the application of corresponding measures of personnel information management, there is a lack of sharing and unified management form, which will not only make most of the information difficult to be recycled, but also make it difficult to improve the level of personnel management. In the specific practice process, because of the lack of reasonable and unified management planning, in the normal operation process of higher vocational colleges, most functional departments usually manage their own information management, which is difficult to complete the sharing and utilization of information. Higher vocational colleges in the implementation of different administrative departments in the establishment of information systems and usual management, information systems in general, during the operation, only for their own departments of the actual business needs, so it is not only difficult to achieve data sharing, but also difficult to complete the unified management.

3. Mode Innovation of Personnel Management Informatization in Higher Vocational Colleges

(1) Establishment of a multi reuse personnel information management platform

At present, China has stepped into the big data environment, and most fields are actively developing towards the direction of intelligence and informatization during the development period. Because during the implementation of personnel management in higher vocational colleges, its work has the characteristics of diversity and complexity, and the personalized needs of staff gradually tend to be diversified, which may cause that the previous personnel management system has been difficult to meet the requirements of the current era for staff, in such an environment, we should pay attention to the current big data environment Development characteristics, in order to achieve the informatization of personnel management in higher vocational colleges, we should take reasonable division according to the specific situation and the differences of business types, so as to solve the existing problems well. In the actual operation process of higher vocational colleges, it is necessary to establish and practice the "multi reuse" personnel information management system according to the specific situation. During the establishment and practical application of the system, it can not only achieve effective docking with each post department, but also achieve a polarized management mode in the process of normal operation. During the implementation of the corresponding measures of personnel management, we can make a detailed division of the specific situation with the help of classification management and fine management. Moreover, it can also require the staff to submit the corresponding information in an independent way, and finally let the professional staff review and identify the submitted information. The main purpose of this is to achieve the basic concept of "one-time completion and multi-party utilization" of teacher information. In this way, it can not only promote the improvement of information level in personnel management in essence, but also improve the level and efficiency of personnel management in

an all-round way. In addition, with the help of the system platform, it can also provide the summary, statistics and output of some professional title evaluation materials, performance evaluation data, year-end assessment data and different personnel information materials.

(2) Establishment and utilization of reward and punishment information plate

In the corresponding personnel management of the teaching staff in higher vocational colleges, the main purpose is to achieve the reasonable allocation of personnel, in order to complete the optimal allocation of human resources, which can not only improve the overall efficiency of human resources, but also improve the actual level of personnel management. In order to promote the significant improvement of personnel management level in essence, we can add the corresponding reward and punishment information plate in the process of the establishment and application of the information system. In this way, it can not only restrict the teaching staff, but also encourage them in essence. During the specific operation period, the reward and punishment information plate can be divided into various types of reward and punishment names and departments. During the use of this information plate, the reward and punishment information of all teaching staff should be recorded specifically. The attachment can be uploaded or saved in the teacher's award certificate and some materials related to the specific situation. All the reward and punishment information needs to be registered and recorded by the staff themselves. At the initial stage of reporting, the corresponding management staff should carefully check the reward and punishment of teachers according to the specific situation. In general, reward and punishment information can be updated and implemented directly at the annual frequency.

(3) Enhance the awareness of information security and strengthen the security of personnel system

Personnel information in higher vocational colleges has a strong confidentiality and concealment. If information leakage, data theft or information loss during the use of information resources will lead to very serious consequences. Therefore, personnel information management workers must have a strong sense of information security, and the personnel information management system in higher vocational colleges should also be established in a relatively safe and stable network system, which requires the system to be able to manage personnel information stably for a long time. In addition, the system should have the ability to backup and restore data to avoid system crash or MIS deletion of information during operation, so as to ensure that personnel information can be more completely saved.

4. Conclusion

in a word, higher vocational colleges use the personnel management system platform to achieve the improvement of personnel business and process reengineering, mainly to deal with the problems of fragmentation, fragmentation, repeated construction, isolation of information and low level of application. The establishment of personnel information management system platform is to complete the system and management innovation with the help of technology application, implement personnel business innovation, adjustment and business scope expansion with the help of system platform, so as to realize the interconnection on the network and cross department coordination in business management, and improve the practicability of business electronization and informatization.

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