Research on the Management of College Teachers' Talent Team in the Era of Big Data

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Abstract

Talent team management in universities is an important content that needs to be paid attention to when the current work of colleges and universities is carried out, and it is also an important starting point and foundation for the development of colleges and universities. Under the background of big data era, the requirements for talent team management in universities are also significantly higher. Making good use of the information content in the era of big data has a positive impact and significance on the management of College Teachers' talent team in China. On the basis of careful analysis of the content of teachers' data and information, we should better improve the high-quality management and service efficiency of college teachers, and fully establish a new talent team management mechanism, it can better provide some inspiration for the current enthusiasm of college teachers and promote the development of education in China. This paper focuses on the actual situation of the construction of College Teachers' talent team and the improvement of service management strategies in the era of big data, which has improved the overall quality of College Teachers' talent team.

Keywords

Big data era; Colleges and universities; teacher; Talent team; Administration.

1. Introduction

The management of College Teachers' talent team has always been the fundamental factor in the development of colleges and universities. It has a positive impact and plays an important role in the discipline construction of colleges and universities, and also plays an important role in the improvement of the level of colleges and universities. It belongs to the primary consideration of college talent team management. At present, all colleges and universities pay attention to the management of talent team, and the good operation of colleges and universities is closely related to the mature talent training mechanism. In recent years, the state has attached great importance to the management of College Teachers' talent team and launched a number of talent plans. However, by analyzing its root causes, it can be concluded that this should not only be considered by the state, but also that colleges and universities need to regard the management of college talent team in the era of big data as an important part of college work.

2. Big Data Era

The word "big data" was mainly put forward by McKinsey. After 2012, people's living standards have been continuously improved, and information technology has also made greater progress, which has attracted people's attention. "Big data" mainly describes the massive data brought by the era of information explosion, and it is also interpreted as the related technological development and innovation. It mainly refers to providing decision-making information resources for everything related to people through the capture, analysis and integration of data. That is to say, big data is mainly an information processing capability. However, this kind of

information and data processing capacity is another way of making profits in the era of big data, which itself contains the characteristics of mass, authenticity and low value density.

3. The Significance of Improving the Quality of College Teachers

3.1. Effectively Improve the Comprehensive Building Strength of Colleges and Universities

College teachers themselves are important subjects of educational and scientific research innovation in Colleges and universities. They are typical human capital with creative characteristics in Colleges and universities. Fully strengthening the construction of College Teachers' team, improving the quality of college teachers, and optimizing their allocation to a greater extent are also important guarantees for the rapid development of colleges and universities, and important contents for improving the comprehensive strength of colleges and universities.

3.2. The Essential Content of Helping Colleges and Universities to Carry Out Teacher Team Construction

Some explicit elements of teacher team construction, such as age, position, education background, major, academic structure and discipline echelon, are the external basic elements of university teacher team construction. The above-mentioned ideological and political quality of college teachers and their own professional innovation quality, humanistic care quality, psychological quality and other hidden elements of the underlying structure are difficult to accurately quantify but very important elements in the construction of the structure of college teachers, and play a very important key role in the internal mechanism operation and external overall function of college teachers. The construction of teachers' team should not only pay attention to the external explicit structure, but also pay attention to the internal implicit structure of teachers' team, so as to effectively improve the quality of college teachers.

3.3. It Is A Necessary Condition for Realizing the Internationalization of Higher Education

The internationalization of higher education refers to the process in which the internal international elements of higher education appear through the activities of various elements, driven by the universality of knowledge and the external political, economic and cultural power, in order to serve the purposes of intellectualization and political economy. Chinese colleges and universities have carried out cooperation and exchanges with world-famous colleges and universities and scientific research institutions, and pay more attention to talent training. In the context of educational internationalization, knowledge, as a factor of production, is involved in the flow and allocation of higher education resources in the international scope, and high-quality talents and students flow around the world according to the guidance of knowledge value, On this basis, colleges and universities should also be able to recognize that high-quality college teachers are the necessary conditions to achieve this flow.

4. Current Situation of Talent Team Management in Colleges and Universities under the Background of Big Data

4.1. Lack of Planning in Talent Team Management

At present, the management of talent team in Colleges and universities lacks certain regulations on teacher resources. Some colleges and universities mainly recruit young teachers to meet the current teaching needs of the school when recruiting from the society. In most cases, the young teachers recruited are only used as "teaching tools". Colleges and universities do not regard these teachers as the fresh blood of talent team construction, and there is a lack of necessary

planning for talent team construction. There is no planning for the construction of College Teachers' talent team, which will lead to the fault of College Teachers' talent echelon. When the old teachers reach the retirement age, it is difficult for middle-aged and young teachers to undertake the important task of college education and teaching, which will make the long-term development goals of Colleges and universities indefinitely postponed. This is mainly because some colleges and universities do not realize the significance of the management of teachers' talent team, but in order to meet the current teaching needs of colleges and universities, the management is obviously more extensive, and it is not fully integrated with the long-term development goals of colleges and universities, nor can it pay attention to the changes in national policies in education and the external environment.

4.2. The Training Mechanism Is Not Perfect

When teachers are recruited into the campus, there is a lack of corresponding training mechanism. Some colleges and universities only carry out simple pre job training, and other training is only superficial in most cases, which can not really be implemented into the real measures to improve teachers' teaching level. In addition, there is a lack of analysis of teachers' resource information, a lack of careful analysis of teachers' personality characteristics, and a lack of serious understanding of the real needs of teachers and teaching. Young teachers in Colleges and universities will arrange their weekly lectures to meet the class hours and courses required by the school. In fact, under normal circumstances, colleges and universities should let newly hired teachers listen to a certain length of courses every week, which can not only help newly hired teachers improve their teaching level as soon as possible, but also help them adapt to the role of teachers as soon as possible. And this is only the traditional training mechanism of college teachers. After entering the school, college teachers do not have a complete set of training mode, and some colleges and universities have at most one form of pre job training. In fact, such "formalism" is certainly undesirable. But it also reveals that colleges and universities do not pay attention to talent training, so that there is no perfect teacher training mechanism. As new teachers, they have the problems of insufficient teaching experience and less mastery of teaching skills, which is also closely related to the fact that schools do not pay attention to the training of new teachers.

5. Teacher Team Management Path in Human Resource Management of Colleges and Universities in the Era of Big Data

5.1. Innovate the Selection and Appointment Mechanism of Teachers

In the era of big data, colleges and universities should innovate talent management methods, and the most important thing in talent management itself belongs to talent selection. At present, it needs to be recognized that the number of graduate students, doctoral students and other students across the country is significantly larger, and schools can select the talents they want in the human resource market. Therefore, in the talent management of colleges and universities, we should innovate the concept of human resource management, construct a talent selection mechanism centered on ability and professional quality, and select excellent talents to teach in Colleges and universities. Schools can formulate talent selection standards through big data technology, establish teacher recruitment indicators and standards, and then publish relevant recruitment standards on the official website to attract outstanding talents to apply for school teacher positions. In talent selection, the human resources department should innovate the evaluation method. Instead of selecting talents by feeling and impression, it should select talents by relying on big data information, professional standards, etc., which can effectively avoid the defects and deficiencies of the talent selection method. In addition, there is a lot of teacher information in the big data database, such as teachers' learning experience, work

experience and other experience. Through the big data platform, teachers' relevant resources can be collected, summarized and sorted out, and teachers' strength can be predicted and screened according to the needs of colleges and universities.

5.2. Improve the Evaluation System of Teachers

The construction of talent evaluation system is not only an important part of talent evaluation in universities, but also an important standard to assess teachers' teaching, scientific research and professional ability. Therefore, colleges and universities should take the construction of talent evaluation system as an important part of the construction of teachers, constantly innovate talent evaluation standards, and improve the scientificity and pertinence of talent evaluation. In practice, we should use big data technology to analyze the rationality and effectiveness of school talent evaluation standards, and constantly innovate the school's teacher evaluation system. For example, whether the age structure, educational background structure and professional structure of school teachers are reasonable. If not, the school structure should be improved by recruiting new teachers and external teachers. For another example, we should also evaluate whether the hidden indicators such as the quality, ability and personality of teachers are reasonable. If not, we should adopt corresponding methods for optimization. In addition, big data technology should also be applied to evaluate teachers' teaching situation, scientific research ability, practical experience, etc., and the evaluation should be carried out in a combination of regular evaluation and irregular evaluation, so as to promote teachers' professional development in the way of teacher evaluation.

5.3. Build A Perfect Teacher Service Mechanism

The construction of teachers' team is not only closely related to teachers' professional quality, teaching ability and academic level, but also closely related to the school's teacher service mechanism. Therefore, we should improve the school's teacher service mechanism and improve the scientificity and matching of teachers' professional services. Colleges and universities should track and feed back the situation of teachers through campus network and information system, and timely understand the problems of teacher team construction. In the process of actually cultivating excellent teachers, targeted measures should be formulated to optimize according to the teaching needs of colleges and universities. At the same time, we should make full use of library borrowing records and online forums to collect information, understand teachers' interests, research directions, ideological changes, and formulate targeted teacher service methods to provide teachers with high-quality and efficient services. We can also use the use of campus cards to obtain teachers' relevant information, analyze teachers' life, teaching and scientific research needs, provide teachers with thoughtful and high-quality services, and promote teachers to put more energy on valuable things.

6. Conclusion

In the context of the current wide application of big data technology, the popularity of big data technology has gradually increased, and teachers' management has obtained more and new development opportunities. Therefore, in the human resource management of colleges and universities, we should also be able to make full use of big data technology, optimize the relevant management of teachers' teams with big data technology, and improve the educational service ability of schools.

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