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Research on the Ideological and Political Education in the Curriculum of Human Resource Management in China

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Abstract

Based on the teaching concept of "Ideological and Political Education in the Curriculum", taking the curriculum of "Human Resource Management" as an example, this paper explores the reform of ideological and political education design from the perspective of moral education objectives and teaching contents. The course takes "carrying forward the craftsmanship spirit" as the main line, and takes" constructing a pattern of high-quality education" as the main task, which not only cultivates students' professional skills in human resource management, but also integrates ideological and political elements into all modules of human resource management, pays attention to students' ideological trends and attaches importance to students' ideological education. In the teaching content, the course introduces ideological and political elements such as craftsmanship spirit, entrepreneurship spirit and Chinese traditional culture. In the recruitment and selection section, the importance of craftsmanship spirit is emphasized, and talents who strive for excellence and excellence are advocated for selection. In the performance management section, combined with entrepreneurial spirit, the value of innovation driven and efficient execution is explored. When discussing about employee development, it is important to integrate socialist core values and balance individual and collective interests. In the chapter of corporate culture, we will delve into the essence of traditional Chinese culture, such as team harmony, integrity, and professionalism to cultivate a good organizational atmosphere. Ideological and political education in the curriculum of Human Resource Management uses case analysis, group discussions and other forms to enhance students' political identity, ideological identity and emotional identity, so as to deepen students' professional ideal and ethics education.

Keywords

Ideological and Political Education in the Curriculum, Human Resource

Management, Teaching Reform, Craftsmanship Spirit, Entrepreneurship
Spirit

1. Introduction

Ideological and political education in the curriculum is taking as an important
measure of higher education reform and innovation in the new era [1] [2] [3].
Under the current background of globalization, ideological and cultural exchanges,
and young students' values and ways of thinking are influenced by multicultu-
ralism, which puts forward higher requirements for colleges and universities to
cultivate students' firm ideals and beliefs, deep patriotic feelings and social re-
sponsibility [4] [5] [6]. Ideological and political education in the curriculum is
aiming at integrating ideological and political education into all kinds of curri-
culums, not limited to traditional ideological and political courses, but covering
all disciplines and realizing the organic unity of knowledge imparting and value
leading [7] [8] [9]. It is of far-reaching significance to study the ideological and
political education in the curriculum. First of all, from the national level, ideo-
logical and political education can effectively guide students to establish a cor-
rect world outlook and provide strong talent support and intellectual support for
realizing the great rejuvenation of China. Secondly, for the higher education sys-
tem, ideological and political education in the curriculum is a key link to deepen
education reform and improve teaching quality, which promotes the innovation
of teaching content and methods, promotes the cross-integration of disciplines,
and enhances the pertinence and effectiveness of education [10] [11] [12]. Fur-
thermore, for students' personal growth, ideological and political education con-
tributes to their development, which not only increases their knowledge and skills,
but also cultivates noble morality and enhances their sense of social responsibil-
ity and historical mission in a subtle way [13] [14] [15].

Human resource management problems involve a series of challenges faced in
attracting, motivating, and maintaining employees. For example, firstly, the turn-
over rate of highly skilled talents is high. In a fiercely competitive market, it is
difficult to attract and retain key skilled talents, especially in the high-tech in-
dustry facing a shortage of professional talents. Secondly, performance manage-
ment is ineffective. Traditional performance evaluation methods are difficult to
adapt to the new normal of remote work, and the evaluation criteria are vague,
which affects employee motivation. Thirdly, employee training lags behind. The
rapidly changing market demand requires employees to continue learning, but
the company's training system updates slowly and cannot meet the growth needs
of employees. Fourthly, it is difficult to balance work and life. Employees have
high work intensity and insufficient implementation of flexible work systems,
resulting in blurred boundaries between work and life, which affects employee
job satisfaction. These issues require companies to continuously improve their
human resource management systems to adapt to the changes in the modern

workplace.

Based on "ideological and political education in the curriculum", the teaching reform of Human Resource Management, the course takes "carrying forward the craftsmanship spirit" as the main line, and takes "constructing a pattern of high-quality education" as the main task, which not only cultivates students' professional skills in human resource management, but also integrates ideological and political elements into all modules of human resource management, pays attention to students' ideological trends and attaches importance to students' ideological education. In the teaching process, this course actively introduces craftsmanship spirit, entrepreneurship spirit, socialist core values, Chinese traditional culture and other ideological and political elements that match the course chapters, so that students can cultivate ideological and political values, enhance their political identity, ideological identity and emotional identity, and deepen their professional ethics education. The ideological and political construction of human resource management courses aims to cultivate composite talents who possess both professional skills and noble character. By integrating the craftsmanship spirit, entrepreneurship spirit and socialist core values into the curriculum, not only does it strengthen professional knowledge learning, but it also shapes students' correct professional ethics, stimulates their sense of social responsibility and innovation consciousness. This helps students understand the social responsibility of human resource management, promote fairness and justice, promote harmonious labor relations, and cultivate a solid talent foundation for building a sustainable economic and social development.

2. Course Contents of Human Resource Management

Human Resource Management is the core course of business administration. This course focuses on the theoretical development and research frontier of human resource management, the process of enterprise human resource management and the latest management practice mode. At the same time, the course combines ideological and political elements, emphasizes the research orientation of teaching content, and highlights the latest ideas, theoretical research frontiers, the latest enterprise management practices and the systematic mastery of various research methods and means at the theoretical level of human resource management. Human resource management includes human resource strategy and planning, position analysis, recruitment and selection, training and career development, performance management, salary and welfare management and employee relationship management.

Human Resource Management sets the course objectives from three dimensions: knowledge, ability and qualities. The objectives of the course include: first, building a discipline framework of human resource management and cultivating overall awareness and self-study ability. Students can understand the role of human resource management in enterprise management, clarify the core content of human resource management and the logical relationship between the six

modules, and students can have an overall understanding of this course, and can learn independently along the main line of human resource management. Second, mastering the theoretical knowledge and frontier development of human resource management. Students can grasp the important concepts, theoretical knowledge framework and theoretical development of human resource management, master mainstream research paradigm and empirical research methods of human resource management, and understand the application scenarios of various research methods. Third, establishing the values of human resource management and cultivating dialectical thinking ability. Be able to use latest cases to understand and explain the important role of human resource management in enterprise decision-making, cultivate students' critical thinking ability in human resource management situations, and flexibly use relevant principles of human resource management to explain and analyze specific phenomena and problems. Fourth, establishing the sense of social responsibility, and cultivating the practical ability to solve human resource management problems. Aiming at the more complicated human resource management problems, students can use theoretical framework and research tools to analyze them. And can fully understand the diversity of human resource management practices, as well as the internal logical connection behind seemingly different management practices, and flexibly use practical management strategies.

3. The Course Design of Human Resource Management Based on Ideological and Political Education

3.1. The Teaching Objectives of Human Resource Management Based on Ideological and Political Education

The course of Human Resource Management adheres to the ideological and political teaching concept and improves the existing teaching methods. In the teaching process, the ideological and political elements of the course are introduced into actual teaching contents. At the same time, dialectical thinking is introduced properly, which improves students' logical thinking and problem-solving ability and cultivates students' critical thinking. Specifically, the curriculum has the following four goals.

1) **Establish human resource management values and cultivate dialectical thinking ability.** Students can use domestic and foreign cases to understand and explain the important role of human resource management in enterprise decision-making, cultivate students' critical thinking ability in human resource management situation, and flexibly use relevant principles of human resource management to explain and analyze specific problems.

2) **Cultivate socialist core values and promote the spirit of artisans, scientists and entrepreneurs.** Strengthen the education of Chinese excellent traditional culture, vigorously carry forward the national spirit with patriotism as the core and keep self-improvement to enhance professional competitiveness and development.

3) Establish a rigorous study style and firm the great belief of studying for the country. Establish a sense of social responsibility, help students understand the employment criteria of "morality first", and cultivate students' ability to deal with complex problems.

4) Deepen the education of students' professional ideals and professional ethics, and enhance students' political identity, ideological identity and emotional identity. Let students fully understand the employment and labor disputes in enterprises, instill the value concept of "no pains, no gains", and cultivate professional ethics that respects organizational rules and regulations.

3.2. The Teaching Contents of Human Resource Management Based on Ideological and Political Education

In terms of teaching contents, the course of Human Resource Management actively explores" ideological and political elements", which embodies the combination of "typical cases of human resource management" and "dialectical thinking" in the teaching content. The ideological and political elements are subtly integrated into eight different chapters, including human resource strategy and planning, position analysis, recruitment and selection, training and career development, performance management, salary and welfare management and employee relationship management. The ideological and political theories education in course is shown in Table 1.

1) Introduction. Based on the current situation of human resource management in China and the national human resource management development strategy, help students establish the values of human resource management. Combined with the current social and economic situation, such as digital transformation, telecommuting, work-life balance and other new trends, we will guide students to think about the challenges and opportunities faced by human resource management, encourage them to put forward innovative solutions, cultivate their ability to solve practical problems, and at the same time guide students to pay attention to social hotspots.

2) Human resource strategy and planning. Combining national economic and social development plans, such as the new urbanization strategy, and regional coordinated development, explain how human resource planning serves the overall situation of the country, guide students to understand the close connection between human resource allocation and national strategy, and enhance their overall awareness and sense of national mission. Based on the content of the "Human Resource Strategy and Planning", the selection and employment standards of "morality first" are established in students' minds, and human resource planning and management are carried out reasonably. Advocate a diversified and inclusive view of talents, show respect and equal treatment for talents, guide students to realize everyone's value and potential, and promote the harmonious development of society. Emphasizing that human resource planning should focus on the comprehensive development of individuals, pay attention to the career planning, ability enhancement, and personal growth of employees,

Table 1. Ideological and political theories education in course.

Chapters	Ideological and political theories education in course	
	Course contents	Ideological and political education
Chapter 1 Introduction	the definition and function of human resources the function of human resources management the development history of human resources management	human resource management values talent selection criteria
Chapter 2 Human resource strategy and planning	the connotation of strategic human resource management the relationship between strategic human resource management and traditional human resource management	diversified and inclusive view of talents respect and equal treatment of talents
Chapter 3 Job analysis and competency	the definition and significance of position analysis the processes and methods of position analysis	entrepreneurial spirit craftsmanship spirit
Chapter 4 Recruitment and selection	the influencing factors and main channels of recruitment the basic procedures and related contents of recruitment	employment concept and professional ethics competition awareness legal awareness and social responsibility
Chapter 5 Training and career development	similarities and differences between training and development basic framework and main methods of training management	concept of job selection reasonable career planning
Chapter 6 Performance management	performance evaluation and feedback performance interview performance information source and evaluation error	struggle spirit fairness and efficiency
Chapter 7 Salary and welfare management	salary management salary structure total compensation system model employee benefits	material and spiritual rewards organizational recognition
Chapter 8 Employee relations management	employee turnover labor contract employee health management	labor disputes legal concepts the relationship between organizational interests and employee interests

embody the "people-oriented" management philosophy, and guide students to pay attention to the long-term development and happiness of employees in future management practices.

3) **Job analysis and competency.** When introducing job analysis to students, it is emphasized that personal career positioning should be in line with socialist core values, guiding students to establish correct career views, and encouraging them to choose career paths that can contribute to social progress and people's well-being. In the process of job evaluation and grading, emphasis is placed on the objectivity, fairness, and transparency of evaluation standards, cultivating students to adhere to the principles of fairness and justice in future work, respecting the contributions and values of each employee, and creating a harmonious working atmosphere. Help students master competency model and entrepreneurial leadership, at the same time, develop entrepreneurial spirit and craftsman spirit, enhance students' own professional quality and cultivate professional ethics. In classroom teaching, guided by the short story of Ren Zhengfei, the found-

er of Huawei, let students realize the importance of entrepreneurship. They can learn Ren Zhengfei's entrepreneurial courage, entrepreneurial determination and innovative spirit through in-depth study of the entrepreneurial stories of Huawei enterprises. By understanding Ren Zhengfei's entrepreneurial experience, students can get inspiration from it and stimulate their own entrepreneurial will and determination.

4) Recruitment and selection. Help students establish a sense of competition and a correct concept of employment. In addition to teaching the recruitment process and methods, it is also necessary to implant fairness, justice and competition awareness into the course content, actively cultivate students' competition awareness, and help students establish a correct concept of employment and professional ethics. In the course of teaching, we emphasize the laws and regulations that should be followed in the recruitment process, such as the Labor Law and the Employment Promotion Law, to ensure fairness, justice and non-discrimination in the recruitment process, to make students realize the importance of safeguarding the rights and interests of job seekers, and to cultivate their legal awareness and social responsibility. At the same time, in terms of selection criteria, in addition to examining the existing ability of candidates, we should also pay attention to their development potential and ability to adapt to changes, guide students to realize the importance of human resource management in promoting personal growth and organizational development, and stimulate their motivation for self-improvement.

5) Training and career development. Cultivate students' correct views on job selection and employment. Through the case teaching method, the successful career experiences of outstanding entrepreneurs are excavated and analyzed, and the group discussion is used to inspire students to understand that career success requires not only good career ideals, scientific and reasonable career planning, but also continuous overcoming of difficulties and hardships, and the cultivation of perseverance. Combined with major national strategies, such as innovation-driven development, rural revitalization, green development, etc., this paper discusses the talent demand and training direction in related fields, and encourages students to combine their personal career development with the needs of the country.

6) Performance management. The course encourages students to instill the value concept of "no pains, no gains", so that students can establish firm ideals and beliefs, that is, a happy life requires struggle, and self-improvement is an excellent tradition that students need to inherit. Combined with the national innovation-driven development strategy, students are encouraged to cultivate the habit of innovative thinking and lifelong learning, and at the same time, the importance of teamwork is emphasized. Through team projects, role-playing and other activities, students' communication and coordination ability and team spirit are improved, and they contribute to building an innovative country. Encourage students to actively participate in public welfare activities in the process

of career growth, combine personal career development with serving the society, enhance their sense of social responsibility through voluntary service, and make contributions to build a harmonious society.

7) **Salary and welfare management.** Combining with Marx's labor theory of value, this paper expounds the relationship between salary and employees' labor achievements, and emphasizes stimulating employees' enthusiasm through scientific and reasonable incentive mechanism, while ensuring that employees' labor is duly respected and rewarded, and cultivating students' labor concept and efficiency consciousness. When introducing the minimum wage standard, overtime payment, social insurance payment and other legal provisions, we emphasize the importance of observing national laws and regulations, enhance students' legal awareness, and make them understand that protecting the legitimate rights and interests of workers is a part of corporate social responsibility. It emphasizes that spiritual wealth and material finance are equally important, and introduces that the acquisition of work value comes from material and economic returns, and the sense of competence, organizational trust and esteem in work are also ways to realize self-worth, which helps students to look at the compensation problem from multiple perspectives.

8) **Employee relationship management.** When explaining labor laws and regulations and the protection of employees' rights and interests, students should not only clarify the legal provisions, but also understand the principles of fairness and justice behind the law, enhance the concept of the legal system, learn to use legal means to safeguard their own and others' legitimate rights and interests, and promote the construction of a society ruled by law. The course help students fully understand the relevant knowledge of enterprise employment, labor disputes, social security, etc., and help students correctly view the relationship between organizational interests and employees' interests. Students should not only reasonably safeguard personal interests, but also respect organizational rules and employees' professional ethics.

4. Conclusion

Based on the teaching philosophy of "Ideological and Political Education in The Curriculum" and taking the course of Human Resource Management as an example, this paper explores the curriculum reform from the perspective of teaching objectives and teaching contents, helping students to establish social responsibility, and cultivating their practical ability to solve human resource management problems. In the teaching process, craftsmanship spirit, entrepreneurship spirit, socialist core values, Chinese traditional culture and other ideological and political elements that match the course chapters are actively introduced, and dialectical thoughts are appropriately introduced, thus arousing students' emotional resonance and arousing their thinking. In the future, this course will continue to adhere to the teaching concept of "Ideological and Political Education in The Curriculum", encourage students to participate in entrepreneurial competi-

tions or community activities, and enhance students' entrepreneurial ability, teamwork and problem-solving ability through practical experience, especially to maintain optimism and perseverance in the face of difficulties and challenges, improve the ideological and political education construction of the course, and explore higher-quality teaching design.

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Conflicts of Interest

The author declares no conflicts of interest regarding the publication of this paper.

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