

## The Introduction of Scientific Research Achievements Into Teaching From the Perspective of Human Resource Management Course Construction

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### Abstract

This paper discuss the role of scientific research in the teaching from the perspective of human resource management courses, including effectively improve the quality of teaching and the scientific way of thinking, learning attitude toward the teaching transformation, breakthrough the limitation of the classroom, etc..

**Key words:** Human resource management; Research; Teaching

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### INTRODUCTION

Modern universities generally have the dual functions of the teaching and scientific research, since the beginning of the 19<sup>th</sup> century German Wilhelm von Humboldt put forward and the successful practice the principle of “unity of teaching and scientific research”. Humboldt ideological essence of “scientific research achievements into teaching”. Scientific research is the “flow”, and to participate in scientific research can improve the academic level and scientific research ability of university teachers, the thinking, teaching content, the comprehensive strength are enhanced, and the teaching process to students to teach students learning interest, to stimulate students’ learning

interest, to cultivate students’ ability to explore, so as to effectively promote the improvement of undergraduate teaching quality.

This paper discuss the research how to promote teaching combined the construction of human resource management.

### 1. SCIENTIFIC RESEARCH PROMOTE THE REFORM OF TEACHING CONTENT, EFFECTIVELY IMPROVING THE QUALITY OF TEACHING

University teachers engaging in teaching and research at the same time, make knowledge system both the breadth and depth, avoiding the teaching content scripted, mechanically. Such as through the study of horizontal issues of the Capital University of Medical Sciences; Beijing maternity hospital post design, students were led into the maternity hospital, conducted a questionnaire survey, interviews, that is, the Beijing maternity hospital posts was solved, but also the practical problems encountered in the research into the classroom, make the classroom teaching more lively, let the students learning enthusiasm higher. Horizontal subject of study of Chaoyang District Public Library Talent Service System Construction, has carried on the analysis of Chaoyang Library of delimitation, performance management and compensation management problems, not only solve the problems of museum personnel allocation, ineffective performance appraisal, but also bring research the practical problems encountered in the process of study into the “human resource management” course teaching. The teaching material “human resources management law” combines the human resources management professional knowledge and legal knowledge, provide a reference materials for the professional human resources legal class to students. The establishment and

implementation of the talent training system of Beijing Natural Food Co., Ltd. through the research on the company's current development situation, facing the bottleneck and the future development trend of in-depth research, put forward company's talent development strategy. According to the present situation of company's personnel constructed our personnel training system, and the corresponding training course is designed according to the different stages, different personnel training needs, through the implementation of the three months of training courses, the students reaction training courses with strong practicability, can effectively improve the performance of their work. The project received a good application effect, but also the practical problems encountered in the course of the study to the "human resources management" course teaching.

## **2. THE TEACHER WILL PROMOTE THE SCIENTIFIC RESEARCH THINKING METHODS, SCIENTIFIC ATTITUDE TO TEACHING TRANSFORMATION**

Scientific research is a highly creative subtle mental labor. It not only needs the scientific way of thinking, and the need for cautious prudent attitude in his scholarly work, careful and meticulous research program, the work style of seeking truth from facts, and those for teaching is also very important. Such as the paper of research on human resources management undergraduate education development status and Countermeasures had discussed human resource management professional training and orientation, curriculum, teaching methods, practice methods and so on. The paper investigate and analyze on the demand of the enterprise education for the students and the demand of the college students on the employment guidance course. The paper of incentive mechanism theory in the undergraduate scientific research activities in universities to build for undergraduates in colleges and universities build scientific incentive mechanism, adhere to the study of returns and the interests of the students focus closely united, the principle of combining intrinsic motivation with extrinsic motivation, and to implement in the actual implementation process, thereby increasing the effectiveness of the undergraduate scientific research activities.

## **3. SCIENTIFIC RESEARCH REWARD TEACHING WORK IS SIGNIFICANT**

Scientific research to promote teachers to cultivate students valuable innovation spirit and the preliminary scientific research ability. Teachers only to become creative talents, to cultivate creative talents. Teachers only engaged in scientific research, cultivate their pioneering

spirit, not hidebound, is good at exploring, innovation, by words or by tangible invisible to influence students, cultivate students' innovation spirit and the preliminary scientific research ability. Under the guidance of teachers, students around their interested in scientific research, relying on the college students' scientific research and entrepreneurial action plan of the platform, has carried out a series of studies, only in 2014, a year for the 13 students' scientific research project, participate in more than 40 students, greatly mobilized the enthusiasm of the students to carry out scientific research activities.

## **4. SCIENTIFIC RESEARCH TO PROMOTE TEACHERS' TEACHING BREAKTHROUGH CLASS LIMITS**

Scientific research to promote teacher's teaching breakthrough the limitation of the classroom, to social services, points to the knowledge economy. Of the three functions of colleges and universities are teaching, scientific research and social service. The scientific research teaching and social service, become students and social ties, theory and practice of mediation, bridge of knowledge and economy. Both inside and outside the classroom, the teacher through teaching, make students understand the scientific research, contact research even engaged in scientific research, can make the students know how to update knowledge, activate the knowledge, create knowledge and application of knowledge, thus to train to become suitable for the knowledge economy era need intelligent people. In the past three years, positive response to the school of the enterprise human resources management professional teachers credentials the exercise, a total of six teacher credentials the exercise of the enterprise. For the enterprise to solve practical problems at the same time, also accumulated valuable experience in teaching.

For example some teachers served as director of assessment in China international talent development center, designs the evaluation for the enterprise business, not only to develop the evaluation of the measurement tools, training team, promote the implementation of project, also according to the temporary content, has been in the school education in the educational reform project "organizational behavior" leadership "scenario" teaching model to explore; Participate in the student organization practice weeks, for students "personnel quality evaluation technology" lecture. Some teachers in Beijing, rand biotechnology co., LTD., a temporary understand company needs and problems to be resolved, prepare cadres training company human resource, design training plan and human resource assessment, also with the enterprise to create university-enterprise joint practice base, provides a platform for the students of human resource management practice. Some teachers in

Beijing institute of human resources and social security on secondment, participate in the school major projects Beijing high-end talent introduction policy research, subject research, questionnaire design, data analysis, report writing, such as work, high-end talent in Beijing have further understanding, also organize the students to participate in research, let the students to grasp the method of questionnaire design and data analysis.

From the course construction of scientific research into teaching aims at emphasizing call college managers and teachers attach great importance to the “r” and “teaching”, the relationship between scientific research and teaching interaction is beneficial to the improvement of teaching quality. Through science and education to learn positive interaction, cultivate a to do scientific research and teaching faculty, the enthusiasm of students learning stimulated, teachers and students benefit, improve teaching quality. Through the course construction to establish the virtuous cycle of scientific research and teaching, the curriculum construction in the teaching content and teaching material construction and so on to get support, scientific research achievements transformation in time into the classroom, rich teaching, improve the quality

of the cultivation of the students, cultivate the teachers, improve the strength of the school. The major problems in teaching to promote the scientific research, teaching to have the courage to explore, to solve in scientific research. University teachers’ teaching and scientific research tasks, but need to be able to straighten out the relationship between scientific research and teaching, scientific research attitude is rigorous, the right way, through the efforts to in the teaching and scientific research has achieved fruitful results, complete the task knowledge exploration, communication and education. Through the research into teaching, curriculum construction also makes the research further.

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