

Original Paper

Research on the Reform Path of Professional Title System of Human Resource Management in the New Era

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Abstract

Human resource management professionals are an important part of professional and technical personnel, and an important force to promote the high-quality development of social economy. Strengthening human resources management reform of professional title system, implement the central personnel work, such as the embodiment of the important conference spirit, to speed up the human resource service industry plays an important role in promoting the healthy development and the inevitable requirement of unit of choose and employ persons, promote efficiency of management of human resources, enhance human resource management professional sense of belonging. However, a new era of human resources management system of professional title reform faces four big problems: 1) evaluation standard is not scientific, 2) the single evaluation way suits inadequate, 3) the inefficiency of streamlining administration, delegating powers, improving regulation, and 4) strengthening services, weak publicity. So this article suggested from four aspects, to construct scientific and effective reform path of professional title system of human resource management: 1) establish scientific evaluation standards, 2) innovative judging methods, 3) improve the level of review management services, and 4) increase publicity.

Keywords

Human Resource Management, Professional Title System, Reform Path

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1. Introduction

In 2021, President Xi Jinping delivered an important speech at the Central Conference on Personnel Work, pointing out the way forward and providing fundamental guidance for personnel work in the new era. The CPC Central Committee has put forward the conclusion that development is the top priority, innovation is the primary driving force, and talent is the primary resource, stressing the need to strengthen and improve talent work in the new era to provide a solid guarantee for promoting high-quality development and creating high-quality life. As an important part of professional and technical personnel, human resource management professionals are an important force to promote the high-quality development of social economy. In recent years, with the human resources management professional talent team growing, professional skills of talents are becoming more and more demanding. Especially, under the new technology, new forms of human resource management of knowledge, skills, professional practitioners requirements gradually improve. Human resource management professionals in the unit daily management highlighted the important role of also constantly. Important task faced by the current society is based on the characteristics of human resource management industry, outstanding professional property of human resource management in modern economic activities and the job requirements, through human resources management system of professional title reform can effectively stimulate the enthusiasm of human resource management professionals clerkstarts, raise the overall professional quality of human resource management professionals, improve the fit between professional title appraisal of human resource management professionals and current economic and social activities, and meet the new demand for human resource management professionals in real economy, scientific and technological innovation and modern human resource service industry.

2. The Significance of the Title System Reform of Human Resource Management Professionals in the New Era

(1) Implementation of the Central Committee’s Work on Talent and Other Important Meetings

At the Sixth Plenary Session of the Nineteenth Central Committee and the Central Talent Work Conference, President Xi Jinping proposed to actively loosen the constraints on talents, improve the talent management system, improve the talent evaluation system, accelerate the establishment of a talent evaluation system oriented by innovation value, ability and contribution, and form and implement an evaluation system conducive to scientific and technological talents to devote themselves

to research and innovation. Therefore, it is of great significance to improve the knowledge and skills of human resource management professionals by combining evaluation and evaluation with the use of the national talent to strengthen the country, strengthen and improve the talent work in the new era, and accelerate the construction of an important talent highland in the country.

(2) Important Guarantee for the Healthy Development of Human Resource Service Industry

In the process of economic development, talent is the most important resource, the most active resource. All industries are increasingly dependent on human resource services. Perfect and efficient human resource services and products can meet the needs of current enterprise development for talents. Accelerating the development of the human resource service industry can not only lead and dominate the future industrial pattern through the innovation and entrepreneurship of high-level talents and break the development bottleneck of traditional industries, but also stimulate the market vitality, fully mobilize the enthusiasm and initiative of innovative talents and give play to the decisive role of the market in optimizing the allocation of talents. It is urgent to develop the human resource service industry, give full play to the advantages of human resources in China, serve economic and social development, better promote employment expansion and optimize the allocation of human resources. Therefore, implementing the reform of professional title system of human resource management professionals is an important guarantee to accelerate the healthy development of human resource service industry.

(3) The Inevitable Requirements of Employers to Improve the Efficiency of Human Resource Management

The reform will enable employers to play a positive role in talent training, introduction and use, and fully empower employers according to their actual needs, thus opening up the “last mile” for the implementation of talent policies. The enterprise actively encourages employees to participate in professional title evaluation of human resource management professionals, and provides convenience and support in the organization and implementation of professional title evaluation activities, internal salary system design, publicity channel optimization, training and learning conditions guarantee, and publicity of professional title recognition. On the one hand, it can improve the “stickiness” of employees to the enterprise, and on the other hand, it is also conducive to the improvement of the comprehensive quality of human resource management practitioners in units through “promoting learning through evaluation” and enhancing professional literacy, the reform can better serve the human resource management cause of units, add impetus and vitality to the development of real economy, and realize the improvement of quality and efficiency of enterprises.

(4) Important Measures to Enhance the Sense of Belonging of Human Resource Management Professionals

Professional title evaluation is an important work of enterprise human resources, as well as an important part of human resource management professional and technical personnel team construction, and an important means to evaluate and motivate professional and technical personnel. Through the title appraisal this link, the human resources management professional titles from independent economist review, will be separately set up human resource management professional title system, is helpful to enhance the management of human resources practitioners skills, particularly in the examination, examination, appraisal outstanding human resources management professional knowledge and skills. Let this part of the group through the preparation of knowledge points related to their major. This achieves the goal of “targeting more accurately” and is conducive to enhancing the professional sense of belonging of human resource management practitioners.

3. Problems Faced by the Professional Title System Reform of Human Resource Management Professionals in the New Era

(1) The Professional Title Evaluation Standard of Human Resource Management Professionals Is Not Scientific

At present, the professional title evaluation of human resource management professionals is “nested” in the professional title evaluation of economists, which focuses more on the assessment of economic management knowledge, failing to fully reflect the professional skills of human resource management. It has some problems such as weak evaluation link of professional morality, lack of credit system of professional title evaluation and academic evaluation standard. In the current evaluation system of economists, academic indexes and conditions take too large a proportion, especially in the evaluation criteria of senior professional titles, the publication of academic papers is still the main evaluation indexes, which deviates from the criteria of performance measurement and cannot truthfully reflect the skill level of practitioners.

(2) The Professional Title Evaluation Method of Human Resource Management Professionals Is Too Single

At present, the main body responsible for the review is single, and the responsibilities of the review subject are still undertaken by the professional title reform department of the Human Resources and Social Security Bureau in most provinces and cities. The peer review mechanism has not been fully established, and the market review and social review have not given full play to their effectiveness. There are problems such as single evaluation channels, insufficient efforts to rely on industry associations, professional associations and public talent service agencies, and poor channels for talent application and evaluation in social organizations and emerging professions. At the same time, there is also a single evaluation means, lack of performance display, practice and other links, professional title

evaluation and project evaluation, organization evaluation failed to effectively link up the problem.

(3) The Inefficiency of Streamlining Administration, Delegating Powers, Improving Regulation, and Strengthening Services in Professional Title Appraisal of Human Resource Management Professionals

Employers fail to play a leading role. At present, the evaluation of professional titles in employers tends to be administratively and “office-oriented”, and the role of academic committees is insufficient. There are supervision loopholes in the units that carry out independent evaluation. The function orientation of administrative department, market and employing body in talent evaluation is not clear. Administrative departments have not done enough to transform their functions, streamline administration and delegate power. The personnel evaluation function mechanism of various social organizations and professional institutions to undertake the government transfer is not perfect. At present, the construction of professional review experts lags behind, and human resource management scholars as review experts account for a large proportion, while high-skilled review experts in the human resource industry account for a small proportion. At the same time, there is still a lack of scientific selection standards of evaluation experts, evaluation process guidance standards and dynamic expert database entry and exit mechanism.

(4) The Publicity of Professional Title Appraisal of Human Resource Management Professionals Is Weak

Employers lack understanding of professional title appraisal. Some units, especially small and medium-sized enterprises, think that professional title work is just basic personnel work, do not think about how to use professional title review and post-review management means to build a professional human resource management team, fail to make good use of the effectiveness of professional title review, and the combination with salary standards and career publicity standards is not strong. Except for some state-owned enterprises, the feedback from employees of small and medium-sized enterprises to participate in the evaluation of professional title is not linked with the current salary and welfare of the company, and the level of professional title is not reflected in the salary system, and is not implemented in the job. Lack of awareness among practitioners. Some employees do not fully understand the significance of professional title evaluation to their professional ability improvement, and cannot be directly linked with their income, resulting in low enthusiasm for participating in the evaluation. Publicity channels are not smooth. Especially in some districts and counties, practitioners reported that they could not obtain timely and accurate assessment information from authoritative departments only by knowing the assessment situation from individual training institutions.

4. Reform Path of the Professional Title System of Human Resource Management Professionals in the New Era

Deepening the reform of talent development system and mechanism and implementing a more active and open talent policy are the direction guidance for professional title appraisal of human resource management professionals in the new era. In view of the present human resources management to the new requirement of the professional and related problems, put forward the following four reform path, making accord with the characteristics of human resource management professionals professional title appraisal system, scientific and objective and fair evaluation of human resource management professionals, give full play to the professional title evaluation “baton” function.

(1) Establish Professional Title Appraisal Standards for Human Resource Management Professionals Scientifically

Firstly, establish evaluation criteria in a scientific way. In the new situation, a talent evaluation mechanism with ability and performance as the main value orientation should be established to promote the rapid growth of high-quality and compound human resource management professional and technical personnel. Professional title evaluation process should reflect the professional title, the ability, real achievements, contributions of human resource management practitioners as an important assessment basis, overcome the tendency of only academic background, only papers, focus more on the professional, innovative and accountability performance, innovation results, actual contributions. Reasonably set and use evaluation indexes such as papers, monographs and impact factors.

Secondly, pay attention to the timeliness and dynamic nature of standards. According to the different requirements of human resource management talents in different periods, we should pay attention to the dynamic updating and adjustment mechanism of standards and the evaluation and withdrawal mechanism based on professional ethics and integrity.

(2) Innovate the Professional Title Evaluation Methods of Human Resource Management Professionals

Firstly, explore the peer evaluation model. According to the realistic requirements of the society and human resources industry, explore the peer evaluation mechanism, and form a multi-evaluation path combined with market evaluation and social evaluation.

Secondly, flexible use of evaluation means. In order to improve the pertinence, accuracy and timeliness of evaluation, different methods such as examination, evaluation, combination of evaluation, assessment identification, personal reporting, interview and defense, practical operation and performance display are adopted in a scientific and flexible way.

Thirdly, give full play to the main role of third-party evaluation. Relying on qualified institutions, such as research and human resources personnel service association industry association, professional society, public personnel service agencies, expedite non-public economic organizations, especially small and medium-sized enterprise human resources management professional title appraisal channels,

simplifying review link, improve evaluation methods, reduce burden of office personnel, realize the sharing of evaluation results and avoid multiple, repeated and frequent evaluation of talents..

(3) Improve the Professional Title Appraisal and Management Service Level of Human Resource Management Professionals

Firstly, give play to the principal role of units. We should respect the actual needs of employers for professional title appraisal, stimulate participation enthusiasm, support units to evaluate human resource management professionals in light of their own development direction, and promote the combination of professional title appraisal with training, use and incentive.

Secondly, full delegation of authority. We should reasonably define and delegate to lower levels the powers and powers of evaluation, encourage qualified units to support evaluation work, and strengthen supervision over the whole process of evaluation institutions by improving credit mechanisms, third-party evaluation, and random inspections.

Thirdly, clear responsibilities. We should establish a coordinated and efficient evaluation system with clear rights and responsibilities of the government, the market and employers, and foster and develop social organizations and professional institutions to undertake the evaluation function of the government.

Fourthly, establish a professional evaluation team. Select a group of high-quality evaluation experts who can not only master profound theoretical knowledge of human resource management, but also have practical experience in human resource management through social recruitment, unit recommendation and assessment of competent departments. Strengthen the construction of evaluation expert database and resource sharing, establish a random, avoidance and rotation expert selection mechanism, optimize the source and structure of experts, and strengthen the representativeness of the industry. Establish the responsibility and reputation system of evaluation experts, and implement the withdrawal and accountability mechanism.

(4) Strengthen Publicity and Guidance for Professional Title Appraisal of Human Resource Management Professionals

Firstly, expand publicity channels. Deepen the employers and employees' understanding of the importance of professional title appraisal, and actively publicize the importance of professional title appraisal of human resource management to the majority of enterprises through competent departments and industry associations. Through the establishment of typical, gradually promoted way to carry out publicity, and in the enterprise evaluation, qualification declaration and upgrading, policy support, form a positive guidance.

Secondly, intensify training efforts. Strengthen the skills training of human resource management professionals, formulate salary guidelines for human resource management professionals, and realize the "visual" guidance of their career and welfare benefits after professional title evaluation.

Thirdly, focus on regional differences. It is necessary to pay attention to the differentiation analysis of human resource management practitioners in different industries in the eastern and western regions, strengthen policy publicity, consider appropriate preference in terms of evaluation conditions and standards, and stimulate the enthusiasm of human resource management practitioners in different industries to participate in the evaluation.

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