

Analysis of the Selection and Employment Model of College Counselors from the Perspective of Human Resources Management

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Abstract: *In the context of the continuous deepening of the reform of public institutions by the country, universities, as special public institutions, need to continuously explore and try reform paths that are in line with their own development. The enterprise human resource management model serves as a means to optimize and adjust the internal personnel structure and better achieve human resource allocation, providing reference and reference for the selection and employment of college counselors. Therefore, in order to further improve the quality of college counselor selection, it is necessary to apply advanced concepts of human resource management, clarify counselor selection standards, and better complete the construction of the college counselor team. This article analyzes the current situation of college counselor selection and proposes innovative selection models to address the main problems, in order to promote the improvement of the quality and ability of college counselors.*

Keywords: Human resource management; College counselors; Recruitment mode.

1. INTRODUCTION

College counselors are the leaders of students' thinking, the regulators and managers of students' behavior, and the backbone of the healthy development of higher education in China. In order to better complete the construction of the college counselor team, universities should clarify the selection criteria for counselors, and combine them with specific job requirements, focusing on examining the professional ability and political literacy of candidates, improving the overall education level of the college counselor team, and providing higher quality management and educational services for college students. English is an international language and the most widely used language in the world. With the increasing number of international exchanges, the cultivation of international talents has become increasingly important. In the process of cultivating international talents, English occupies a very important position. Only by mastering the tool of English can we better engage in international communication. With the promotion of curriculum reform, traditional English teaching concepts and models are no longer applicable to current college English classrooms. What we need in college English teaching is to cultivate students' innovative and practical abilities, allowing them to be exposed to the four stages of English listening, speaking, reading, and writing in the classroom, in order to learn how to apply English knowledge.

2. THE CURRENT SITUATION OF SELECTING AND HIRING COLLEGE COUNSELORS

Due to the lagging teaching philosophy, the teaching methods and methods of college English teachers are also very outdated. Teachers strictly follow their own teaching design during the teaching process, so they pay more attention to their own teaching progress rather than guiding students. The same teachers pay more attention to students' achievements in the teaching process, rather than how many English Study skills and learning abilities students have mastered. In the context of increasingly socialized and market-oriented teaching, teachers not only need to carefully study textbooks when preparing lessons, but also need to understand the learning needs of students, in order to design courses that are more attractive to students. The teaching method of indoctrination is no longer applicable to the current classroom. This teaching method not only fails to attract students' attention, but also fails to stimulate their enthusiasm for learning English. On the contrary, it can cause students to develop a psychological aversion to learning, which will seriously affect their English learning efficiency. The lack of teachers is also a very important problem in the current college English teaching, so the Teaching to the test teaching model was used in the past, and the teachers trained under the Teaching to the test model can not meet the requirements of the new curriculum reform. There are also many English teachers, but their own English proficiency is not good enough to provide good English teaching to students. What is even more frightening is that

these English teachers' teaching concepts are very outdated. They only focus on improving students' exam taking abilities while neglecting the improvement of students' overall English quality, which will seriously affect the quality and efficiency of college English teaching.

2.1 Rigid selection criteria for counselors

From the current standards for selecting counselors in universities, there is still a problem of overly rigid standards. Most universities place too much emphasis on the educational qualifications of applicants, and the requirements for academic qualifications continue to improve with the development of education. Some campuses set priority conditions for doctoral students, making it a mandatory standard for most applicants who do not have a higher degree to be eliminated. At the same time, additional conditions such as party member status, senior professional titles, and student cadre experience have also become important references for universities to prioritize. This relatively rigid selection standard places excessive emphasis on examining the external conditions of applicants, while neglecting the analysis and consideration of their abilities and qualities. As a result, although the counselors selected by universities have higher education and professional titles, they do not have sufficient education and management experience, making it difficult to complete the job transition in a short period of time, which affects the efficiency and quality of the work of university counselors.

2.2 Single and backward selection methods

At present, most universities in China mainly use interviews and written exams for counselor selection, with only a small number of universities paying attention to the assessment of teachers' practical abilities. Overall, the selection methods lack a certain degree of flexibility and diversity. Specifically, the transparency of the selection process for college counselors still needs to be improved, and some of the publicly disclosed assessment content is mostly basic teaching knowledge, which is highly consistent with the assessment content of ordinary teachers. In addition, there are similarities in the written test questions used by universities, and there is a lack of targeted assessment content that is set based on the actual situation of the university, resulting in the written test assessment not being able to play its own role, and the obtained counselor assessment results are also not of reference value. The problem of a single selection and assessment method not only affects the effectiveness of university recruitment work, but also reduces the overall work level of the counselor team, which is not conducive to the healthy and long-term development of university education and management work.

2.3 Understand the essence of the new curriculum reform and change traditional teaching concepts

The new curriculum reform requires teachers to attach importance to the improvement of students' comprehensive qualities, rather than just focusing on their exam results. In the teaching process, teachers should pay attention to exerting students' subjective initiative in English learning, adjust and change their previous teaching concepts, and not treat themselves as the center of the classroom. Instead, they should focus on students, mobilizing their enthusiasm and enthusiasm for English learning, This can better leverage students' initiative in English learning. Teachers must understand their role in guiding and helping students. During the teaching process, they should actively guide students to learn independently and also guide them to think, so that they can explore new knowledge through their own abilities. Especially, teachers should encourage students to boldly express their ideas and speak English, in order to improve their English expression and thinking abilities. When students encounter difficulties in the learning process, teachers should take the initiative to help them answer questions and solve doubts. The transformation of teachers' teaching concepts is the foundation and prerequisite for teaching reform. Only when teachers' teaching concepts are changed, their choice of teaching methods and methods will also change, and students' dominant position in the classroom can be guaranteed. At the same time, teachers should also pay attention to emotional communication with students in classroom teaching, create a harmonious and harmonious classroom learning atmosphere for students, and maintain equal teacher-student relationships with students. Teachers should pay attention to every change in students and concentrate their attention.

2.4 Improve the construction of teaching staff and enhance teachers' teaching abilities

Teachers play a leading role in college English teaching, so a high-quality and high-level college English teacher is very important. Therefore, we must strengthen the construction of the college English teaching faculty, train more college English teachers, organize them to learn, and continuously improve their teaching ability and level. You can invite some famous teachers to guide college English teachers on how to carefully prepare and teach, and improve their teaching level through the guidance of famous teachers. You can also select some potential English

teachers to go out for communication, and improve your English proficiency and teaching ability through communication. In addition to increasing the training of teachers in schools, teachers themselves also need to constantly improve their learning level. Teachers need to seize every opportunity to improve themselves, not stop learning, but also communicate more with peers and learn advanced teaching models and concepts from them.

2.5 Utilizing modern educational methods to reform teaching methods

With the development of modern education, multimedia and traditional teaching complement each other. Through modern teaching methods, it can not only increase the amount of knowledge in the classroom, save effective classroom time, but also create a better English learning environment and atmosphere for students. Teachers should pay attention to the application of these modern teaching methods and stimulate students' interest in learning English through modern teaching methods.

In the new situation, the reform of college English teaching is imperative. Teachers should pay attention to stimulating students' interest and enhancing their enthusiasm for English learning during the teaching process. At the same time, they should also pay attention to the transformation of teachers' teaching concepts and methods, strengthen the construction of the teaching staff, and continuously improve their teaching level.

3. INNOVATIVE STRATEGIES FOR SELECTING AND HIRING COLLEGE COUNSELORS FROM THE PERSPECTIVE OF HUMAN RESOURCES MANAGEMENT

The teaching concept determines the teaching content and process of teachers. Many college English teachers' teaching concept has lagged behind and can't keep up with the needs of the times. They still adopt the teaching concept of Teaching to the test. They only pay attention to students' learning achievements, and regard themselves as the main body in the classroom teaching. All teaching methods require students to memorize or use the quiz tactics. All of the teaching by teachers is aimed at helping students improve their English scores, and these teachings also happen to overlook students' initiative and enthusiasm in English learning. For example, in the teaching of words, teachers usually explain the Chinese meaning of words to students and then explain example sentences. This method of teaching words is very dull and tedious. Driven by the exam oriented model, the single model of teacher output and student input pays little attention to students' feelings and their dynamic generation in the English class, and seldom interacts with students. This will lead to teachers' obsession with teaching while students' mindless listening. Over time, students will develop a mentality of boredom towards learning English, and they are increasingly afraid to speak English openly, resulting in their English proficiency only remaining in the written test section.

3.1 Develop human resource planning for the college counselor team

Human resource planning is an important aspect of enterprise human resource management. Most enterprises, based on a thorough understanding of the overall development strategy, examine the existing human resource structure of the enterprise, analyze external influencing factors, and formulate human resource development plans through standardized personnel management. This more targeted and effective management method is in line with the selection process of university counselors and is in line with the development goals of university education talents. Therefore, universities should reasonably apply the concept of human resource management, formulate counselor management systems, and establish a scientific and effective management system. By applying this method, we continuously improve the salary system, educational resource allocation system, assessment system, training system, etc. of counselors, ensuring the systematicity and practicality of the human resources management system for college counselors, and effectively improving the quality of college counselor selection. Realize the unity of the number of counselors, personnel structure, and work quality.

3.2 Clarify the selection criteria for college counselors

In response to the issue of rigid and unclear selection standards for efficient counselors, efficient should reasonably apply the methods of job analysis and tracking in enterprise human resource management, and clarify selection standards for college counselors should be adjusted to optimize the selection mode of counselors. Universities can analyze the job positions they recruit before the selection process begins. Organize relevant academic researchers and education experts to jointly discuss and identify key elements in job requirements, and based on this, develop job descriptions to more intuitively display the job application standards. In addition, universities can also use

tracking methods to conduct spot checks on in-service counselors, and use face-to-face communication or filling out questionnaires to compare work attitudes, work concepts, and work methods of counselors with different work abilities. By comparing and analyzing, summarize the selection criteria that are truly suitable for the abilities of counselors, and achieve the rationality and scientificity of counselor talent introduction.

3.3 Innovative counselor selection methods

Colleges and universities can introduce the methods of professional Achievement test and work attitude test in enterprise human resource management. The professional ability and work attitude of counselors are difficult to assess in the selection process, and are also the main factors affecting the quality of counselor work. Firstly, universities can use widely used talent evaluation tools in enterprises to assess the professional abilities, work attitudes, personality traits, and other factors of candidates for counselor positions, considering whether the candidates meet the requirements of the counselor position and can be competent in the job of a counselor. Secondly, universities should combine job requirements and add professional and practical abilities to written and interview assessments. During the interview process, enterprises adopt methods such as debate confrontation, pressure interviews, and rapid problem-solving. Colleges and universities can fully refer to and use this form for reference, conduct a comprehensive assessment of the ability and quality of candidates, test candidates' ability to analyze problems, solve problems, work under pressure, and respond to emergencies on the spot, constantly enhance the scientificity of counselor selection and the diversity of assessment content, ensure the quality of candidates, and provide reference for the selection of different positions in colleges and universities.

4. CONCLUSION

In summary, in order to effectively solve the problems of rigid selection standards and single selection methods in the selection of college counselors, continuously improve the quality of college counselor selection and complete the construction of the counselor team. Universities should fully draw on the experience of enterprise human resource management, combine with the actual situation of university education development, clarify selection standards and innovate selection methods, better measure the professional ability and literacy of candidates, to ensure the rationality and scientificity of the selected personnel, add new vitality to the university counselor team, and achieve the introduction of counselor positions. With the development of society and the progress of the times, it is required that the current college English teaching must focus on improving students' innovation and application abilities. Therefore, it is necessary to reform the previous teaching models and teaching concepts. This article aims to analyze the problems in the current situation of college English teaching in China and identify reform methods.

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