

Human Resources Management in Colleges and Universities Should Adhere to the Leadership of the Communist Party of China

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Abstract: As an important component of the undertakings of colleges and universities, human resources are fundamental to foster its development, which offer endless talent intellectual supports to other sectors. To do it well, we must work under the firm leadership of colleges and universities committee of the Communist Party of China (CPC) to fully leverage its role in guiding thoughts, nurturing talents and fostering unity and etc.

Keywords: Colleges and Universities CPC organization; Party's leadership; personnel management

1. Colleges and Universities is shouldering great missions

1.1 It's a responsibility for Colleges and Universities to carry out the education policies of the CPC

As a basic organization and supporting force of the CPC in universities, Colleges and Universities CPC organization needs to shoulder its responsibility to carry out the education policies of the CPC, to adhere to socialist education orientation, to implement the Party's education policies, the decision made by the CPC Central committee on education undertakings and personnel management as well as the resolutions made by colleges and universities committee. Firstly, socialist colleges and universities are commonly required to strengthen the establishment of colleges and universities CPC organization, to carry out the CPC policies on education, and actively shoulder the responsibility of talents-raising. Colleges and universities are important places for spreading of mainstream ideology of socialism and cradles of talents cultivation, where capitalism will occupy if it is not occupied by socialism or headed by Communist Party's leadership, and then talent supports would come in shortage for successfully achieving socialism. In this 21st century when human resources gradually rank first in the economic society, "talents competition" and "war for talent" gain much popularity. It is a big problem for our Party to tackle on how to effectively implement the human resource strategy, win in the "war for talent" and create a "talent team" to achieve the Two Centenary Goals.

Secondly, colleges and universities CPC organization should adhere to enrich themselves by scientific theoretical system. The overall requirements for the organization's work are to hold high the great banner of socialism with Chinese characteristic and put into practice the guiding principles from General Secretary Xi Jinping's major speeches. It should be a fundamental task for colleges and universities as well as its CPC organization to insist on fostering virtue through education and talents-raising. CPC organization should perform its roles in finding different kinds of talents, gathering them around the CPC. Strengthen its establishment think tank and ensure subjects advantage, talents advantage and base advantage function effectively, creating an atmosphere "when talents are needed, they may show up immediately; when we meets better men, we would learn from them".

Thirdly, Colleges and Universities need to insist on socialist orientation. As teachers and students have suspected communist ideals and beliefs like "dated communism" and "rocking communism", inaccurate thinking orientation has appeared, thus colleges and universities CPC organization should actively respond by thoroughly theoretical persuasion, education guidance as well as model demonstration methods to correct the thinking understanding and further guide the teachers and students to establish a firm belief in communism, maintain Chinese socialism common ideal, and realize a healthy growth.

1.2 Cultivating Qualified Successors Of Socialism Is One Great Task Remaining To Colleges And Universities CPC Organization

“Cadres play a decisive role after the politics route has been confirmed“. [2] The policy involving education according to the 18th National Party Congress goes “education should serve for socialism modernization, for the people, quality-orientated education should be implemented to cultivate socialist builders and successors and education should meet people’s expectation”. This policy requires us do the following: Firstly, we should appeal people with great undertakings. Colleges and Universities CPC organization should enlarge arena and education platform, further strengthen and inside improve the Party’s establishment and set a “talents first” thinking. Colleges and Universities CPC organization should insist on people orientation and talents importance in fostering a school seizing the chance of colleges and universities reform and world-class universities and disciplines development, to attract great talents widely, to enhance the educational level and the quality of education, to cultivate a large number of qualified personnel to meet the requirements of social development.

Secondly, Colleges and Universities CPC organization should create talents with great undertakings. At this stage, our Party is heading people doing great undertakings to create endless great talents, offering unprecedented historical opportunity and the stage show. To achieve the Two Centenary Goals, our country eagerly requires push-and-go and creative talents team with emerging great talents in different undertakings to effectively function own initiatives and creativity, “be with people, struggle with people”, realize the Chinese Dream of the great rejuvenation of the Chinese nation [3] .

Thirdly, Colleges and Universities should consider talents as the most important human resource to develop a university or college. In this new and key era, talents as the core in high education competition, most of these universities and colleges want to seize the opportunity of “two first-class university”, they must stall such an advanced thinking. Development strategy ---“Talents resources exploitation goes first, talents structure adjustment goes first, talents investment goes first and talents system innovation goes first” [4] should be implemented in Colleges and Universities and double efforts to actively explore the working pattern that CPC control talents, cultivate talents comprehensively and brain gain exoterically, making it new driving force for its work and innovation.

Finally, create a favorable atmosphere for talent pool as environment is important for talents grow and function well. Colleges and Universities CPC organization should try to break the shackle inside of the mechanism in great courage, to give full play to the organization advantages. On the one hand, they should discover and identify different types of talents. And on the other hand, they should unite talents closely around the party by making full use of specialized disciplines, scientific research platform, and base advantage to create a talent ecosystem [3].

2. It Is The Primary Principle For The Talents Management Work In Colleges And Universities To Stick To Be Headed By Our Party

2.1 Improve Party Construction Level In Colleges And Universities, Play Party Organizations’role Effectively

Human resource is the most active element in the economic and social development, and it has become the "first resource" for political governance and a national prosperity. Especially in the context of a comprehensive deepening reform, colleges and universities are undergoing the transformation and thinking how to integrate the construction pains of “two first-class”, they can only choose to improve its education quality. Only in this way can they stand out in such fierce competition as well as new historical opportunity.

Firstly, insisting Party control the talents, making sure talents management work along the right direction. Routes, policies made by the Party Central Committee on personnel work should be greatly carried out by colleges and universities party construction work. Party building work as the starting point, talents management work responsibility for the Party committee of universities system and strengthen the management power of the school Party committee, try to figure out a clear division of responsibilities between different organizations and departments to avoid overlapping functions and the function vacuum.

Secondly, Colleges and Universities CPC organization should respect talents’ dominant position and show their motivation and creativity. The party’s controlling the talents does not simply mean one-sided personnel control, nor use restrictions or fetters to constrain talents. “Talent as the first resource” should be adhered to and give full play to the Party organization advantage, resources advantages to respect talents in core position in the economic society. Through our Party’s great undertakings and its fine tradition: cherish talents, stress talents, flourish talents and unite talents to attract talents. As a result, Colleges and Universities CPC organization needs not only discover talents among staff to help them stand out from people, but also set up a thinking orientation that we need to select and use excellence, use them but not occupy them. Colleges and

Universities CPC organization should actively introduce high-level talents and focus on internal business, promote the education quality of school, cultivate a group of talents with school style and local characteristics.

Finally, strengthen the consciousness, to create a new situation of talent work. To achieve Party control talents, all local departments, colleges and universities should establish the overall awareness, improve the talents working methods and mechanism of talents evaluation system, reverse the past working situation, that is, to much strict management, management offside, absence of service and inadequate talents flow. They need to fully mobilize enthusiasm and initiative in regions and departments at all level to gain brain, nurture talents and utilize talents. A new working pattern should be carried out that under the united guide of the Party committee, lead of the Organization Department, relevant departments perform their duties closely cooperate with the talents work as well as the social forces play an important role.

2.2 Further Perfect The Work Of University Personnel Management System And Improve The Ability Of College Talents Management

Firstly, Colleges and Universities CPC organization should make clear talents for thriving and fostering a school is the school scientific development strategy, rather than a matter of expediency. If they still indulge in extensive development, rather in the university transformation, and the construction of first-class university, then it will fail in a new round of talents competition. To thrive and improve a university, colleges and universities CPC organization should have a talent-cherishing heart and wisdom to discover talents, tolerant for talents and art for talents, truly implement the Party Central Committee on the personnel policy. On the other hand, Colleges and Universities should serve for fundamental mission and requirements, using outstanding teachers, outstanding managers to offer high-quality education and service and efficient management. Training a large number of outstanding talents to meet the market demands can truly form real talent divergent effect, build talent cradle. Secondly, Party organization should focus on optimizing the personnel governance system of colleges and universities. Through breaking "power superstition" and "administrative worship", they should get rid of the personnel line management mode in administrative ways, then explore the new, different from the traditional mode talents management ways. They should innovate the system and talent mechanism, firmly grasp the talent cultivation, evaluation, selection, flow, incentive and guarantee and some other aspects to constantly optimize the" build talent by careers, talent pool environment, incentive mechanism, talents security in the legal system, talents management system of talent ecological environment caring and benign operation.

Finally, Colleges and Universities CPC organization should follow the rule of colleges and universities , talents work as well as talents growth law to constantly enhance their personnel work management ability. They should strengthen the top-level system design, improve the management system, clear development planning objectives, adhere to guidance, establish an important position in the work of school personnel work, earnestly shoulder the responsibility of promoting school talents, talent team construction and improve the quality of education responsibilities. At the same time, they should coordinate the relationships among the Party in charge of talents and talent growth law, and market allocation of talent resources, talent management and Party governance according to law to make talents management effectively.

2.3 Fully Respect Talents' Core Status, And Effectively Play Their Role.

Adhering to the Party managing talents is to fully respect the dominant role of talent, to highlight the essence of strength. Through being guided and encouraged, talents play all kinds of roles to promote themselves and progress ability. Firstly, respect talents. Colleges and Universities CPC organization should be aware that such things like labor, knowledge, experience, technology, management, their material carriers would be and only be people. Only after establishing talent dominant position in Colleges and universities, talents could release energy, reduce constraints and stimulate vitality, get out of limitations like only materials other than people, or keen on materials other than people, which is the theory essence" one chair" proposed by former Shandong University President Xu Xianming.

Secondly, play the main role of talents. According to Marx historical materialism, people create history, and each progress of human society cannot do without the active participation of people. Here doesn't rule out the role and position of the excellent talents, but objectively point out the important role of outstanding talents in human history. As the saying goes, time create heroes. Comprehensive scientific development of colleges and universities and their fundamental task accomplishment as well as the think tank role in completing the well-off society cannot do without the excellent talents.

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