The Research of Ideological and Political Education to Promote Human Resources Development for University Students

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Abstract: Ideological and political education in colleges and universities plays an irreplaceable role in the development of human resources. In this paper, by analyzing the important role of the ideological and political education in the college human resources development and the current problems in training, the author puts forward the strategies of strengthening ideological and political education to promote human resources development. The results of this paper will have certain significance in training colleges and universities of the ideological and political education.

Key words: Human resources development, university students, ideological and political education, problems and approaches

1 Introduction

The integration of ideological and political education and human resource development is the requirements for the growth of university students. To develop human resources and promote all-round talent of university students is the natural selection for the people-oriented ideological and political education. The human resources development for the university students and the ideological and political education support each other and coordinate the development of the society.

1. Ideological and political education is one of the important contents in the development of human resources at the university. The human resources development for students and the ideological and political education has the consistency in the objectives and content. They are all point to the free all-round development. They inspirit the positive sides and creativity of the students through mental works on the men by the ways of using the patriotism to agglomerate the people, the collectivism to strengthen solidarity with the people, high ethics to guide people, and the care, respect, love, understanding, and help between people to move people. At the same time, human resources development aims at tapping the inherent potential of college students, so that the quality of their thinking, intelligence, physics and psychology will be continuously improved. The ideological and political education is oriented to shape the thinking quality of college students, to promote the ideological and moral qualities, scientific and cultural qualities and the qualities of the overall coordination and development of physical and mental health.

2. Ideological and political education is an important way to develop the human resources in the university

Colleges and universities ensure the healthy development of the ideological and moral qualities through the ideological and political education, so that the students can dedicate to the socialism with Chinese characteristics, practice professional ethics and norms, have a good quality all-round talent, to enhance the quality of talents.

3. Ideological and political education of university students has the advantage functions of developing the human resources. Ideological and political education of college students has an irreplaceable role in training and development of non-intelligence factors. The function of ideological and political education is an objective existence in the development of human resources. For example:

Ideological and political education can tap the potential of students and enhance the value of talent
Ideological and political education develops the spirit of college students and promotes the comprehensive development of human resources.
Ideological and political education can inspire students to pursue a new life and the entrepreneurial spirit, so that human resources can development at its best.
Ideological and political education can train students to develop their sense of innovation and the
inexhaustible driving force for human resources development. Ideological and political education can foster scientific ways of thinking for university students, and provide correct means for human resource development. Using the advantage function of ideological and political education of university students, human resources get a full development and have played a positive role in human resource development. The ideological and political education of college students imposes ideology and behavior education and raises the ideological and political quality of university students, and then through the ideological and political to promote the quality of their knowledge, ability and quality as well as the physical condition, to explore the maximum the ability and potential ability, capability and creativity of the development of human resources so that students are in an optimized state in order to create high-quality workers and all-developed people for economic development and social progress.

2 Current problems in the development of human resource of college students

2.1 The student’s number has increased, but the total number of talents is insufficient
In recent years, China's higher education reform and development have achieved remarkable success after the merger and restructuring, and it has formed a number of integrated and multi-disciplinary universities. At present, there are 1813 colleges and universities in total, including 1041 colleges and universities, and 772 adult colleges’ universities.
In the enrollment size, China's higher education has a leaping developing, from elite education to public education. In 2005, the number of the national college entrance is 5,040,000, which is 4.7 times in 1998, the gross enrollment rate is 21 percent, and the number of colleges and universities in study is 23 million, which is the largest scale in the world. In 2006, the total size of national higher education reaches 25 million, and the higher education gross enrollment rate is 22%. When the rate of the young people who have high education in a nation is below 15 percent, it belongs to the elite stage of higher education; 15 -50% for the popularization of higher education; 50% stage for the popularization of higher education. According to the experts' estimation, by 2050, China's higher education gross enrollment rate will reach 55%, and achieve the popularization of higher education. In this sense, the current total number of China's talent is relatively scarce. Meanwhile, the distribution of subjects is not quite rational, and the structural contradiction between the setting of the lessons and the needs of society, lead to a serious shortage of compound talents, a lack of educated talents, a substantial reduction in the value of human resources and so on.

2.2 Varying degrees of quality declines
The university expansion, the relative lack of educational facilities and teachers, a serious lack of resources and the over-burden of teachers, have seriously affected the quality of higher education training, or even caused different levels of decline.

2.3 The employment situation is grim, and the effectiveness of human resources is not high
With an annual increase of 20-30 percent for the rate of the enrollment in colleges and universities, there are leaps and bounds in the number of college graduates: from 2.12 million in 2003 to 2.80 million in 2004, from 3.38 million in 2005 to 4.13 million in 2006, from 4.95 million in 2007 to as high as 5.59 million in 2008.Just in a couple of years, the number of university graduates increased by 2 times. Therefore, the employment of university students is under increasing pressure. At the same time, the current community chooses the college graduates rationally, and the employing units have increasing demand on the overall quality of university students. They generally welcome the students with the political and ideological quality, high moral character, and a strong sense of professionalism and responsibility. Furthermore, as the narrow intention for the employment of university students, the structural imbalance of choosing areas, the high expectations of career, and the excellent graduates studying abroad to alleviate the employment pressure, there is a lack, a waste and a serious loss in human resources.
2.4 The problems of the students in thoughts, psychological and other issues become increasingly prominent

At present, the backwards of China's university students perform not only in the quantity, quality and employment, but also in their ideological and moral standards. For the students from colleges and universities themselves, the changes of the economic globalization, social information, ideas, the ways of thinking, the values and cultural way of life are in a diversified development of the new situation, and their growing independence, selectivity, variability, and the difference have been markedly enhanced. These changes, to some extent, inevitably affect the aspects of thinking, moral, psychological, etc. and lead to some new changes and new problems, such as they have varying degrees of confusion in political belief, distorted values, poor moral self-cultivation, self control, mental quality and awareness, and a lack of social responsibility issues. The ideological and political qualities of students are still to be more improved.

3 Strengthening ideological and political education and promoting the development of human resources

In the era of knowledge and economy, it requires colleges and universities to cultivate the high-quality human resources with knowledge, ability and quality in total, therefore, human resources development should focus on training students on the ideological and political quality, pay attention to the overall personality so that the students have learned knowledge to the greatest degree of internalization, a better development in the potential for better physical and mental, and raised further in the overall level. To strengthen and improve the ideological and political education is an important and urgent strategic task which is related to human resources development; foster the reliable successors of socialism with Chinese characteristics.

The author believes that the content and methods of human resources development should have a specific analysis which is based on the history and the times. At this stage, the human resource development of university students aims at improving the quality of students, developing their potentials to enable them to become and achieve all-round development, so as to bring up the qualified builders for the socialist with Chinese characteristics; ideological and political education is the only reliable way to ensure these qualified builders who have a firm and correct political position, the idea of the quality of health, the code of ethics, and complying with the requirements of civic virtue, build our socialist cause with Chinese characteristics.

1) To strengthen political and theoretical education (Three concept of education)

University students’ values, outlook on life and world view of the critical stages of the formation as well as a gradual transformation of thinking and improve the critical stage of maturity. As this special group of university students, they have a certain amount of knowledge, ideas, and at the same time a student leader, the most prone to waver in values and outlook on life. Compared with before, the values of contemporary college students has been a significant change in their values of pluralism and diversity shows and access to benefits to the trend. Strengthen the concept of education in three of the students in Marxist ideals and beliefs of education, patriotism, collectivism and socialism honor concept, spirit and other times to enable students to establish a correct world outlook, outlook on life, values, and to help them clear the purpose of life, values and significance, to have a healthy attitude towards life, a higher overall quality, not only society but also ideological and political education in the University's mission and history of their own responsibility.

2) To enhance moral education (including professional ethics, to help students establish a correct concept of occupational, civic education, social ethics)

Morality is a certain relationship between social adjustment and the relationship between people and society norms and standards of conduct. Moral education of college students is designed to enhance the students awareness and understanding of the moral, to cultivate their moral feelings, will exercise its moral and establish a moral conviction, moral training, and encourage them to develop good moral habits in moral education.
3) Colleges and universities work together to improve ideological and political education mechanisms to play an active role in ideological and political education in Colleges and Universities. First of all, from the ideology firmly establish and implement "people-centered education, moral education first," "Human resources are the primary resources" such as the concept. We must recognize that the quality of training of university students is directly related to survival and development of colleges and universities, and the ideological and political education work directly affects the effectiveness of the quality of college students. Organic combination of the two "train whoever and how to train them" is a bearing on the fate of the nation and the future of the motherland. On weekdays to further define the work of "people-oriented" concept of moral education, the ideological and political education of college students as the main and fundamental to their growth and development of talent as the ideological and political education in the fundamental start point. Secondly, a sound mechanism to focus attention on the main college building of moral education and give full play to our party, the Communist Youth League cadres, ideological and political theory courses in philosophy and social science classes and teachers, counselors, teachers and other full-time teachers, all kinds of management, scientific research and service personnel, students of party members, cadres, activists and so on an active role in efforts to create a "full education" a good atmosphere. Thirdly, attach importance to the construction of campus culture, to create a good environment for human resource development, for ideological and political education work of the external conditions for the provision of quality. Finally, a positive out of college guide college students to participate in social practice, exercise the actual ability and enhance a sense of social responsibility.

4) The establishment of ideological and political education in colleges and universities to develop human resources evaluate mechanism of university students. Using visit to discuss the survey, data access methods such as college students in the world, life, values, ideals and beliefs, individual character, day-to-day life and ideological and political education in the development of human resources measures, content, evaluation of results, etc., comprehensive data collection and analysis, feedback, in order to further explore of the ideological and political education in Colleges and Universities ways and means of moral education in colleges and universities to promote scientific and standardized the development of human resources for the students lay the foundation for the development of services. At the same time, strengthen the follow-up survey of graduates, graduates of the work of understanding and thinking of the situation, understanding the employment needs of employers, employers of graduates of the ideological and psychological quality, strengthen employment guidance, and guide students to establish a correct concept of employment and rational manner of their social position, comprehensive colleges and universities to improve the effectiveness of human resource supply.

4 Conclusion

College students are very valuable human resources, the hope of the nation, and the future of the motherland. The urgent need for colleges and universities through the ideological and political education, moral education and improve the ideological and political education of the mechanism and evaluation mechanism, with lofty ideological education of students, armed their minds, to raise the ideological and political quality, and thus the development of effective human resources college students, the full realization of country through science and education and strategy for the socialist cause with Chinese characteristics to create a qualified and reliable builders and successors.

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