

RESEARCH ON IMPROVING THE DIGITAL TEACHING ABILITY OF HUMAN RESOURCE MANAGEMENT TEACHERS IN THE CONTEXT OF NEW LIBERAL ARTS*

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Abstract

With the new round of technological revolution and industrial transformation, as well as the continuous acceleration of industrial upgrading and economic restructuring, higher education is facing common challenges and development opportunities to varying degrees. The construction and operation of teacher development centers are also facing new opportunities and challenges. Internet information technology is not only a material revolution, but also a profound cultural and educational transformation, which is driving significant changes in teaching and learning. In a certain sense, the application ability of information technology is a necessary professional ability for teachers in the information society. Currently, most university teachers have significantly improved their awareness and ability in information technology education and teaching. The application of information technology in education and teaching practice is constantly expanding, and its supporting and leading role in teacher

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professional development is increasingly evident. However, in the process of promoting educational informatization, there are still problems such as the need to deepen ideological understanding, the urgent need to improve the application ability of information technology, and the phenomenon of “two skins” between informatization and education and teaching. To this end, it is necessary for teachers to fully understand and understand the revolutionary impact of information technology on education, strengthen the training of teachers’ information technology application ability, improve the follow-up support service system for teacher training, and strengthen the construction of high-quality information education teaching resources.

Keywords: Digitization, Human resource management, Teaching ability

Introduction

Compared to traditional humanities, New Humanities breaks through the thinking mode of traditional humanities against the backdrop of the global new technological revolution, new economic development, and the entry of socialism with Chinese characteristics into a new era. Through inheritance and innovation, intersection and integration, collaboration and sharing as the main channels, it promotes the intersection and deep integration of multiple disciplines, promotes the updating and upgrading of traditional humanities, and shifts from discipline oriented to demand oriented, from professional segmentation to cross integration, from adaptive services to support and lead.

Wu Yan, Director of the Higher Education Department of the Ministry of Education of China, pointed out that the innovative development of higher education is imperative. We need to comprehensively promote the construction of “new engineering, new medical, new agriculture, and new humanities”, and form a first-class undergraduate professional cluster with



Chinese characteristics and world level covering all disciplines, providing strong support for building a strong higher education country and realizing China's education modernization by 2035.

The new humanities reflect the general characteristics of humanities and social sciences, while also possessing some new features. One is strategic. This is the value of the new liberal arts. The construction of new humanities should serve the comprehensive deepening of reform in the economic and social fields, and solve major theoretical and practical problems related to people's ideological concepts, spiritual values, etc. Secondly, innovation. This is a characteristic attribute of the new liberal arts. The construction of new humanities should transform, transform, and upgrade traditional disciplines through new disciplinary growth points, seek new breakthroughs in the field of humanities and social sciences in China, and achieve theoretical innovation, mechanism innovation, and model innovation. Thirdly, integration. This is the disciplinary characteristic of the new liberal arts. The construction of new humanities covers the intersection, integration, infiltration, or expansion of multiple disciplines in the field of humanities and social sciences, and can also be an emerging field formed by the intersection and integration of humanities and social sciences and natural sciences. Fourthly, development. This is a dynamic feature of the new liberal arts. There are many uncertainties in the research of humanities and social sciences, and many new problems will emerge one after another with the development of society. There is no fixed model for problem solving, and it needs to be continuously explored, adjusted, and improved in the practical process.

The digital economy is a new economic form developed based on the birth of new technologies, with digital knowledge and information as key production factors, digital technology as the core driving force, and modern information networks as important carriers. The deep integration of digital



information technology and the social real economy has led to disruptive changes in various industries in China. To meet the needs of the development of the digital economy, the Chinese government strongly supports digital industrialization and industrial digitization, and promotes enterprises to undergo digital transformation. Among them, human resource management is the core of enterprise management, and its digital transformation has a crucial impact on the enterprise. According to the 2022 Human Resources Digital Transformation White Paper of Beisen Company, about 58% of enterprises have initiated human resources digital transformation, about 28% of enterprises have clear plans for digital transformation but have not yet been implemented, and about 14% of enterprises have ideas but do not have clear plans. This symbolizes that the digitization of human resources is being included in the development agenda of most enterprises in society, and its trend of digitization is also deepening.

With the advent of the digital era, the digital transformation of enterprises is accelerating. As an important component of enterprise management, digitalization of human resources has also become an inevitable trend in the development of human resources. In 2020, Mr. Josh Bersin's latest report on the global human resources technology market pointed out that among the so-called typical functions of human resources, including performance evaluation, talent compensation management, engagement management, employee health and welfare management, as well as recruitment, selection, learning and development, compensation recognition, real-time recognition, employment relationships, changes in employment methods, and so on, there are many applications. In terms of typical personnel management segmentation functions, some intelligent products and functions can be said to have emerged in a blowout. In terms of the management elements of core talents, the diversification of recruitment and organization, including intelligent interviews, online interviews, facial expression data analysis



functions, career mobility, as well as technical products and functions of employee experience management, and functions and platforms of employee self-service, has seen explosive growth in recent years.

The digitization of human resource management has three digital dimensions, including in the research context.

The first dimension is Human resource (HR) Metrics, which is the measurement or measurement of human resources. The main solution is to establish an indicator system for the selection, retention, rewards, and punishments of talent teams, or employees, labor, and human resource management activities, that is, the application of human resource mechanisms, and how to effectively digitize and digitize human resource activities.

The second dimension is Human resource (HR) Analytics. Human resource analysis is a hot topic in global research and practice today, including enterprise intelligent functions and intelligent products. That is to say, based on the established indicator system in human resources and the structured accumulation of data, combined with organizational management issues and business requirements, appropriate algorithms are selected to connect, analyze, and mine data and data, thereby helping organizations solve problems, providing conclusions and guidance with data analysis foundation, and providing rules with data empirical basis for optimizing talent management mechanisms, Improve the level of human resource management.

The third dimension is Human resource management (HRM) Intelligence, which includes both data and algorithms. In the end, it can transform some relatively mature algorithms into quasi productization functions, directly turning them into software and intelligent apps for human resource use. This achieves both functional and product level, called productization of human resource intelligence, and directly turns them into tool level functions. The three dimensions of human resource measurement, data analysis, algorithm analysis,



and the development of human resource functional products are complementary and interconnected, rather than a progressive relationship.

The new economy and digital era have brought enormous challenges to human resource management in enterprises. The extensive use of AI in the recruitment process greatly improves the efficiency of human resource management, and there is a risk of human resource management being replaced by information systems. The career paths of relevant human resource management practitioners need to be reshaped. With the emergence of big data, marketing is constantly creating accurate customer profiles. When enterprises collect enough data points about various behaviors of employees and use a set of algorithms to fit them, we can have an accurate picture of employees. By accurately matching the accurate portrayal of employees with the supply chain system of talents, we can make the matching between people and things, as well as between people and people, more precise. In the future, there will be no need for a scale for recruitment, just take a photo. If there is a great connection between facial recognition data and performance or performance data, and there is a specific model and algorithm behind it, only photos are needed to determine whether the person's features meet the needs of the position. Secondly, more human resource management businesses are being outsourced, resulting in a reduction in the business of the company's human resource management personnel. In specific management practices, the integration of human resource management and strategy is more closely integrated. Therefore, in the training plan for undergraduate human resource management in applied universities in China, it is necessary to closely connect with the characteristics of the times. At the same time, there are two evolutionary trends in the characteristics of work in the digital age. The first is the continuous increase in individual work freedom. With the improvement of social production efficiency, the traditional employment relationship led by enterprises is gradually changing, and individuals' proactive choices play a



greater role; Secondly, technological empowerment continues to improve. Personal devices, cloud computing-based information systems, and other technologies will be widely used in work, and remote work will become more common. Many people shuttle between different work activities and responsibilities, and have temporary contractual relationships with multiple enterprises, resulting in a new form of “shared employees”. So, in the course teaching of organizational work design, it is necessary to reflect the characteristics of digital work and strengthen the teaching content of work reshaping. In the teaching of labor relations management, it is necessary to add relevant content on the characteristics of employment relations in the new contract era and the teaching of employment risks. The human resources department is having more connections with the IT department, and the important reason is that the human resources department has a large amount of high-quality data in the company, which the IT department needs to analyze and use. Therefore, it is necessary to add the learning of basic knowledge related to big data to the training plan for human resource management majors in universities. Therefore, strengthening the cultivation of human resource management talents can help make up for the shortage of digital human resource management talents in enterprises. It helps to promote the reform of practical teaching in universities and improve the employment rate of graduates.

Research Objectives

The construction of China’s new liberal arts requires the promotion of interdisciplinary integration and the transformation of educational content, aiming to cultivate new talents who surpass the limitations of existing majors and disciplines, have high professional literacy, excellent academic abilities, strong comprehensive strength, and a creative perspective. In the current era of



the Internet and artificial intelligence, society needs more high-quality composite talents. For the human resource management major, the new liberal arts should also reflect the professional characteristics. In the structure of students' professional knowledge, it is necessary to incorporate the study of big data processing and application, engineering related knowledge, so that students can truly broaden their horizons, enhance their adaptability after entering the workplace in the future, and cultivate their confidence.

1. Mastering Chinese characteristics and clarifying disciplinary characteristics

Understanding the uniqueness of China's new liberal arts is a fundamental prerequisite for the successful construction of the new liberal arts. The philosophy and social sciences with Chinese characteristics have the characteristics of inheritance, nationality, originality, modernity, systematicity, and professionalism. China's new liberal arts construction is a top-down national project led by the government, emphasizing discipline, practicality, technology, and the inheritance of excellent traditional culture. It originates from China's national conditions, adapts to China's national conditions, is based on national righteousness and national development, focuses on the world stage, and is a great construction carried out for national rejuvenation and the construction of a community with a shared future for mankind. The human resource management major is a branch of management with a relatively mature theoretical foundation. Talent cultivation in universities should be in line with the development needs of the human resource service industry and the national demand for human resource management professionals.

2. Integrating subject knowledge and optimizing educational concepts

Faced with the developmental challenges related to human resources in the era, we actively draw on the knowledge and experience of other



disciplines and professions, break the deadlock of “separating industries like mountains”, achieve knowledge circulation and turnover between similar professions, achieve cross integration with industry, agriculture, medicine, and science, and break professional barriers. Referring to the introduction of new educational concepts, top-level design of education with engineering thinking, results oriented, adhering to the focus of students, and the principle of continuous improvement, comprehensively reforming teaching models and curriculum organizational forms, treating abilities and qualities equally, changing the previous emphasis on theoretical foundations and critical thinking, neglecting practical and practical abilities, emphasizing scientific research output, and neglecting diversified expression of results, In line with social development and the progress of the times, we are committed to building a new and close connection with society, politics, economy, culture, and other aspects, cultivating innovative composite talents with a solid theoretical foundation, proficient in the profession, and actively learning and absorbing other relevant professional knowledge and skills to meet the needs of social development and technological revolution.

3. Leveraging Science and Technology to Accelerate the Construction Process

In the construction of new liberal arts, attention should be paid to following the development direction of modern emerging technologies. Traditional teaching and blackboard writing have gradually been replaced by various teaching software. Reference books have been increasingly turned from physical to electronic versions, and even online teaching has become more and more common. With regard to the impact of the COVID-19 epidemic in 2020, universities across the country generally adopt online teaching methods. To carry out the construction of new humanities in the field of human resource management, it is necessary to plan at the technical level, attach importance



to emerging technologies, take advantage of the development of big data and artificial intelligence technologies, accelerate digital transformation, and improve the speed of new humanities construction.

Literature Review

The rapid development of information technology has promoted the transformation and upgrading of industries, with new formats, positions, and demands constantly emerging in various industries. As the education docking industry with the closest relationship to economic and social development, optimizing layout, and deepening education supply side reform has become an inevitable requirement. Currently, in the face of new technologies represented by artificial intelligence, big data, cloud computing, blockchain, Internet of Things, 5G technology, etc., driving human society to rapidly enter the intelligent era based on digital applications, the integration of various industries and information technology has become an inevitable trend.

Teachers are the first element to ensure the improvement of efficient education and teaching quality. The teaching staff is the intellectual center of universities and the main body of scientific research, talent cultivation, and social services in universities. The Opinion on Comprehensively Deepening the Reform of Teacher Team Construction in the New Era (2018) states that teachers should actively adapt to new technological changes such as informatization and artificial intelligence, and actively and effectively carry out education and teaching.

For many years, the successful application of information technology in the field of teacher education has been a hot topic. They need digital and teaching abilities to promote active integration into the digital society (Instefjord and Munhe, 2017).



Lim (2023) emphasized that as an important resource for future student employment development, the digital teaching level of university teachers plays a crucial role in determining the quality of education (Yan et al., 2018). Although university teachers have a good impression of digital abilities, they may not have acquired enough abilities to strengthen the teaching process (T á rraga M í nquez et al., 2021). Therefore, the sustainable development of digital teaching ability of university teachers is crucial.

INTEF (2017) defines digital teaching ability as a set of abilities that 21st century teachers must possess to improve the efficiency of educational practice and ensure sustainable professional development. Improving teachers' digital teaching abilities can contribute to the digital transformation of schools (H ä m ä l ä inen et al., 2021), the development of students' digital abilities (Esteve Moon et al., 2020; Llopis et al., 2019), and the continuous professional skills development of teachers (Cazco et al., 2016). However, research has found that although university teachers have digital capabilities, they may still lack the ability to effectively implement digital tools in the teaching process.

Current research shows that there are various factors that affect teachers' digital teaching ability, which can be summarized as external environmental factors and teacher characteristics (Tezci, 2011). The influencing factors of the external environment include school climate and support (Demiraslan and Usluel, 2008), as well as convenience conditions (Teo et al., 2008, 2009). In contrast, personal factors include technical attitude (Gurer, 2021), technical ability (Tondeur et al., 2018), data literacy (Lin et al., 2022), and technical ethics (Guill é n-G á mez et al., 2021).

In modern education, data is becoming increasingly important as a tool to enable teachers to make informed decisions, and it is crucial for cultivating future educators (Reiso ğ Lu and ł ebi, 2020). However, the ability to analyze data alone is not sufficient to improve teaching and meet students' needs



(Shepard et al., 2018). Teachers must possess data literacy, which will enable them to make wise decisions based on a deep understanding of data, diagnose teaching quality in a timely manner, and adjust students' learning and teaching methods as needed (Ball et al., 2008). An increasing number of studies have shown that data literacy plays a crucial role in successfully integrating information and communication technology into the teaching of university teachers (McDowall et al., 2021). In addition, during teacher training, little attention is paid to providing data literacy training for teachers (Mandinach et al., 2015). Previous studies have emphasized that technical attitudes and operations are variables that affect pre service teachers' data literacy (Miller Bains et al., 2022). The emergence of a new generation of artificial intelligence assistants, such as ChatGPT, has raised people's attention to a range of ethical issues and its impact has continued to expand over time. Teachers must adhere to ethical standards when using digital technology to promote the healthy development of students.

The research by Yang Heqing and Wang Xin (2018) shows that the development of human resources discipline in China has gone through four stages: from the gestation period of the 1980s to the early 1990s, to the initial development period of human resources discipline from 1993 to 1998; The period from 1998 to 2011 was the expansion and development period of the development of the human resources discipline, also known as the extension development stage, with a greater emphasis on teaching quality and practical teaching. From 2011 to present, it is the fourth stage of the development of the human resources discipline, also known as the connotation development period. At this stage, the scale expansion of China's human resources has weakened, and the momentum of connotation development has increased. High level independent majors within disciplines that cultivate doctoral and master's talents have officially formed. Although the current human resource management major has entered an independent development stage, it is still



deeply influenced by other disciplines.

The digital transformation of higher education is an inevitable requirement to solve the contradiction between talent supply and demand and promote high-quality development of education. It has become a hot topic of concern in the field of education. Currently, China's comprehensive promotion of digital transformation of higher education has a profound strategic background. (1) The deployment and implementation of the Digital China strategy, as well as the digitalization of education, is a response to the digital economy strategy and the "14th Five Year Plan" for the development of the digital economy. (2) Action to build an educational powerhouse. To build an educational powerhouse, we must adhere to putting the people at the center and empower high-quality development of basic education through information technology construction. (3) The acceleration of China's education modernization strategy. In 2018, the "Education Informatization 2.0 Action Plan" proposed to focus on improving teachers' information literacy, promoting teachers to actively adapt to the changes brought by a series of technologies such as artificial intelligence, big data, and information technology to education, and actively carry out educational and teaching activities. In 2019, "Modernization of Education in China 2035" proposed to accelerate educational reform in the information age, coordinate the construction of integrated and intelligent teaching, management, and service platforms, build a professional development system for teachers, and promote lifelong learning and professional development of teachers. Education informatization, as an important engine and driving force, has become a core element affecting the process of educational modernization. In 2021, the National Education Work Conference proposed to strengthen the construction of the teaching staff, consolidate the support for high-quality talent development, strictly implement the requirements of teacher ethics and conduct, vigorously revitalize teacher



education, and deepen the comprehensive reform of teacher management. In 2022, the “14th Five Year Plan for the Development of the Digital Economy” proposed to deeply promote smart education and enhance teachers’ online education support service capabilities. In 2022, the Ministry of Education launched the National Higher Education Smart Education Platform, which put forward new requirements for teachers’ teaching and research capabilities. Therefore, it is urgent to promote the development of “Internet plus education” and education informatization, and improve the digital literacy and digital teaching ability of college teachers.

Therefore, this study will propose a path for cultivating digital abilities of university teachers in the field of human resource management based on the status of digital development in Chinese universities.

The Development Status of Human Resource Management in Universities under the Background of New Liberal Arts

1. The professional curriculum system is not perfect.

Firstly, in terms of teaching materials for human resource management majors, it is necessary to create a series of teaching materials for human resource management majors in universities with Chinese characteristics. Secondly, in the current teaching process of human resource management, teachers often overlook the integration of various teaching modules of human resource management to form a complete knowledge system. Thirdly, the training objectives of human resource management majors in most universities are not clear enough, and they do not pay attention to the practicality of professional knowledge, which is divorced from the actual needs of society.

2. Lack of practical teaching.

Due to the lack of practical verification of theoretical knowledge learned by students during their school years, it often leads to students being



unable to quickly meet job requirements after actual employment, which increases employment pressure and leads to a mismatch between enterprise demand and student competence. Although some universities maintain cooperative relationships with enterprises, the human resource management positions of a company are limited, and students have fewer internship opportunities, making it difficult to exercise and improve their practical abilities.

3. Insufficient teacher team capabilities.

Most teachers in the field of human resource management in Chinese universities work directly in universities after graduation, without any work experience in enterprises or practical experience, which leads to a serious disconnect between the theoretical knowledge learned by students in the field of human resource management and social practice. They are unable to break through the talent cultivation mindset of emphasizing theory over practice, and are unable to integrate with new educational theories.

Digital education is an important innovative exploration in the field of human resource management. By applying digital technology, teaching resources can be enriched, teaching methods can be innovated, practical links can be expanded, and students' all-round development and learning outcomes can be promoted. In the practice of digital education, it is necessary to establish corresponding mechanisms to support, solve the challenges faced, and continuously promote the innovative development of human resource management education. The application and innovation of digital education will cultivate excellent talents who are more suitable for the needs of the digital era in the field of human resource management, and promote the development and progress of the field of human resource management. Therefore, there is an urgent need to enhance the "digital thinking" of human resource management teachers, integrate "digital thinking" into the teaching mode of human resource management, establish a teaching team with "digital



thinking”, improve teaching capabilities, and collaborate with multiple parties to cultivate composite, innovative, and applied humanities talents.

Suggestion

1. Cultivating Innovative Composite Teaching Talents

Building a new humanity requires thinking and exploring the cultivation of talents - what kind of talents we need and how we cultivate them. The demand for talents in society has undergone significant changes with technological progress, mainly manifested in a significant reduction in the demand for talents trained in traditional humanities and a shortage of new talents in social demand. Innovation is an inexhaustible driving force for the development of a country and a nation. Although the theory of human resource management has yielded fruitful results over the past few decades, with the continuous progress of the times, it is difficult for talents trained solely on existing theories to meet the needs of social development. Therefore, innovation is urgently needed in the field of human resource management. In talent cultivation, we should break away from narrow disciplinary knowledge limitations and cross connect with other disciplines to complement each other's knowledge. Focusing on the development strategy of China's digital economy and based on the actual needs of society, we aim to improve teachers' ability to solve complex problems, cultivate high-quality teaching abilities with digital human resource management knowledge system, innovative thinking, and the ability to cultivate applied, compound, and innovative talents that meet market needs, and cultivate reserve forces for building a discourse system with Chinese characteristics.

Construct a digital training resource system for teacher education. The school teacher development center takes the lead in organizing, planning, and implementing various levels and types of teacher training plans. Through a combination of “online and offline”, “knowledge learning+practical



experience+independent reflection”, and “individual self-learning+peer review+team discussion”, the three combination methods include new teacher onboarding training, young teacher teaching development plan, and teaching assistant general training In projects such as teaching innovation training for backbone teachers (or team leaders, subject leaders, and professional group directors), teaching competitions for employment and entrepreneurship guidance teachers, and teacher training classes, practical resources supported by technologies such as big data, virtual reality, and artificial intelligence are introduced to form a diversified and three-dimensional digital education and training resource system, improving the effectiveness of teacher training.

2. Building the concept of scientific education

Respecting the characteristics of liberal arts education and the laws of talent development, building a valuable and academic liberal arts education that combines practice and theory, recognizing and respecting students’ innate and interest differences, teaching according to their aptitude, and building a people-oriented education philosophy. Actively open up, break through traditional closed education, lift self-imprisonment, face internationalization and informatization, and build an open and diverse educational philosophy. Systematically plan the education process, comprehensively analyze education deficiencies, continuously improve, and build a spiral of talent education concepts that are in line with the human resource management profession. Strengthen foreign exchange and cooperation. Teaching exchange and development cooperation with world-class universities, actively respond to China’s “the Belt and Road” initiative, actively integrate into local economic construction, promote the sustainable development of teachers’ teaching ability and international chemical exchange in the field of education and teaching development, realize the two-way cultivation of international technical talents “locally” and “offshore”, provide the country with human



resources reserves and guarantees, and create a high-quality exchange platform, Cohesive and collaborative development.

3. Improving the stock of liberal arts knowledge

The human resource management major has already accumulated a considerable amount of knowledge in its development, but relying solely on existing liberal arts knowledge cannot meet the development needs of future society and all humanity. Therefore, new liberal arts are needed for knowledge reform and incremental construction. The construction of new liberal arts in China is aimed at developing socialism with Chinese characteristics in the new era under the trend of scientific and technological revolution and industrial transformation. In combination with the huge changes that have occurred in China since the reform and opening up, attention is paid to the contradiction between the inheritance of historical traditions and the need for innovative development. In the process of modernization of higher education, the limitations of liberal arts development are broken, and the Chinese characteristics and disciplinary connotations of new liberal arts construction are fully utilized, Seeking the integration of existing knowledge stock with innovative knowledge, achieving knowledge increment, and expanding knowledge domains.

Conclusion

Modern human resource management has broken the limitations of traditional personnel management, treating people as a resource for allocation and management, and linking various management modules to form a system, with each module influencing each other. With the rapid development of the digital economy era, talent strategy is increasingly closely linked to organizational strategy, profoundly affecting organizational change and the achievement of organizational business goals, and human resource



management methods are also gradually changing. Foreign human resources industry analyst Josh Bersin believes in the “HR Technology 2021 The Definitive Guide” that the human resources market is facing important development opportunities, and companies are shifting from “human resource management technology” to “intelligent technology for human resource management”, and seeking to improve employees’ experience in various work fields.

The rapid development of digital technology has broadened the development field of human resource management, breaking through the progressive development of three stages of enterprise digital transformation: informatization, platformization, and intelligence. The use of three stages of overlapping efforts is synchronized. The digitization of human resource management has deepened the people-oriented principle, building a talent portrait for the future, and connecting it with other modules of talent management, breaking through the fixed combination limitations of talent portrait and recruitment. The portrait of high potential talents, resigned talents, and salary groups has made the planning strategy of enterprises more precise and improved organizational efficiency. Digital human resource management has the characteristics of systematization, real-time, personalization, and visualization. The digital transformation of human resources in enterprises includes both employee and organizational levels, including the digitization of basic information and skill levels of employees. The application of technologies such as the Internet and big data makes the human resource process digital and intelligent. The realization of digital transformation in organizations requires the assistance of new technologies and tools, digital talents, digital leadership, and digital partners.

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