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## **APPLICATION OF MODERN INFORMATION TECHNOLOGY ON HUMAN RESOURCE MANAGEMENT IN EDUCATION**

*The application of modern information technology to all walks of life has become an inevitable trend in the new economic era. Information technology will have a significant impact on the human resource management system in education as a result of its application in the field of education. Base on the actual situation of human resource management in education, this paper discusses the value of modern information technology in human resource management in the field of education, as well as the problems associated with modern information technology in the field of human resource management. There are further suggestions for integrating modern information technology into human resource management in education in order to provide a reference for optimizing human resource management in education.*

**Keywords:** *modern technology, educational field, human resource management, current situation, information technology applications*

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## **ПРИМЕНЕНИЕ СОВРЕМЕННЫХ ИНФОРМАЦИОННЫХ ТЕХНОЛОГИЙ В УПРАВЛЕНИИ ЧЕЛОВЕЧЕСКИМИ РЕСУРСАМИ В ОБРАЗОВАНИИ**

*Применение современных информационных технологий во всех сферах жизни стало неизбежной тенденцией новой экономической эпохи. Информационные технологии окажут значительное влияние на систему управления человеческими ресурсами в образовании в результате их применения в сфере образования. Основываясь на реальной ситуации управления человеческими ресурсами в образовании, в данной статье рассматривается значение современных информационных технологий в управлении человеческими ресурсами в сфере образования, а также проблемы, связанные с современными информационными технологиями в сфере управления человеческими ресурсами. Далее предлагаются предложения по интеграции современных информационных технологий в управление человеческими ресурсами в сфере образования с целью обеспечения ориентира для оптимизации управления человеческими ресурсами в сфере образования.*

**Ключевые слова:** *управление человеческими ресурсами, современная технология, образовательная сфера, управление персоналом, текущая ситуация, применение информационных технологий*

In the current era of rapid technological development, information technology has played a crucial role in the social economy. Artificial intelligence and big data technologies are used to provide companies with accurate, tailored, and intelligent human resource management services. Modern information technology has brought significant changes to the management of enterprises. This application of modern information technology in human resource management has a significant impact on both the quality and efficiency of human resource management [1]. Accordingly, China's human resource management concept and model in education have also undergone considerable changes [2]. Education institutions are social public institutions that must continuously innovate human resource management methods and approaches, establish a perfect human resource management system for educational institutions, and integrate modern information technology into the management of human resources in educational institutions as part of actual work. This paper analyzes the potential

application value of modern information technology to human resource management within the educational arena, and proposes specific recommendations by combining the current problems of human resource management in Chinese educational institutions with corresponding specific suggestions.

### 1. The value of modern information technology applications in education

Modern information technology applications provide data support for human resource management, including data collection, analysis, and application. Information technology provides rich statistical analysis tools for human resource management. By analyzing and utilizing data collected in human resource management in the education field, modern information technology can improve efficiency, reduce costs, and improve quality [5]. Moreover, education human resource management encompasses a wide range of subjects and areas, including teacher personnel management, salaries and benefits, and performance evaluation, so data and information from various sources are required. By utilizing modern information technology, it is possible to summarize relevant data generated when managing human resources in education. Using classification and analysis to identify and solve important problems provides school administrators with a scientific and reasonable basis for decision making. For example, classification and analysis can be used to identify problems such as teacher turnover and teacher workload. Taking a scientific and reasonable approach to analyzing and classifying these issues can help school administrators improve human resource management efficiency. The classification of some modern information technology software in human resource management is shown in the figure below.

Modern information technology software classification:

- comprehensive;
- welfare;
- development;
- recruitment.

Modern information technology can optimize the management methods and approaches of human resource management. There are two major areas in which the application of modern information technologies in the management of human resources plays a valuable role in the field of education. First, modern information technology contributes to the overall development of students. Using modern information technology can not only enrich classroom content, but also assist students in understanding knowledge to a certain extent and enable them to achieve total development by taking advantage of modern information technology. By using information technology, students can, for example, acquire more knowledge and skills. Further, teachers are able to apply modern information technology in university education in order to assist students in developing a correct perspective on life and values. Second, modern information technology can contribute to the reform of education and teaching. An example of this would be the use of the Internet for online instruction by teachers. Teachers are able to present text content using computers and other devices during teaching activities. Students may also be tested and assessed according to their progress. Not only can this increase students' interest in learning, but it can also improve their efficiency of learning.

### 2. The problems of modern information technology applications in education

In the application of modern information technology, the efficiency and quality of educational human resources management have not yet reached optimal results. Presently, human resource management in education has undergone a transformation from a traditional to an information-based approach [3]. Nevertheless, some educational institutions have not yet established an effective information-based human resources management system and face difficulties in particular areas. In particular, this manifests itself in the following ways: First, managers leave recruitment and training to the personnel department with no concrete implementation, resulting in an unorganized and disorderly human resource management process. A second issue is that, although every educational institution has its own independent personnel management system and assessment system, the lack of comprehensive information sharing between departments can result in poor communication between

staff members. Moreover, different types of schools will have different HR information systems, and it is difficult for schools to know how staffs worked at their previous educational institutions.

Performance assessment evaluation still needs continuous improvement. It is still necessary for schools to rely on human resource management departments to handle numerous mundane aspects in today's society. For example, schools should develop detailed human resource planning and programming, recruiting, and training staff. In education, human resource management faces numerous challenges and problems that are effectively addressed by the use of modern information technology. Despite this, there are still some problems with the appraisal and assessment of teachers' performance in all aspects. As an example, the school has only one method of assessment and the criteria are too simple. Chinese educational institutions use uniform appraisal criteria for most of their human resource management. There is no doubt that the unified appraisal standard can motivate teachers, but it can also render the standard too simple to assist in discovering the special talents of outstanding teachers, as well as making some teachers feel unfairly treated.

3. Suggestions for the application of modern information technology in educational human resource management

The following measures can be taken to improve the integration of modern information technology into human resource management in the field of education: First, it is necessary to increase the importance of human resource management in the education sector. Ignoring the problems of modern information technology will result in the inability to utilize modern information technology in a manner that will improve and optimize human resource management. Second, there is a need to train staffs to improve their knowledge of modern information technology in order to strengthen the management of human resources. At the same time, teacher resources are an important factor in the development of education, and information is the most important educational aid. Thirdly, there should be an effective performance appraisal and evaluation system that is based on the characteristics of educational staffs [4]. It is essential that modern information technology be applied to the performance appraisal and evaluation system so that it can best fulfill its role. Lastly, modern information technology should be utilized to improve the compensation system. Management of compensation is a critical component of human resource management. An appropriate compensation system can have a direct impact on a staff's motivation and enthusiasm.

With the advent of modern information technology, the traditional management mode has gradually transformed into a modern, informative, and intelligent one. In the field of education, the application of modern information technology to human resources management is a complex task that requires educational institutions to devote more time and effort to. However, there are also educational institutions that have different problems applying modern information technology to human resource management. To improve human resource management in schools, educational institutions should develop a better understanding of the application of modern information technology in human resource management and combine it with human resource management to take effective measures.

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