

ANALYSIS OF OPTIMIZATION STRATEGIES FOR HUMAN RESOURCES IN CHINESE UNIVERSITIES

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Abstract

As a key base for talent cultivation, universities must fully recognize human resource management's importance. Scientific and reasonable management strategies can significantly improve the overall efficiency of human resource allocation, laying a solid foundation for university teaching work. This article is based on the current situation of human resource management in universities, and explains the "Pareto optimality" state of human resources in management theory. It delves into the prevalent issues within university human resource management and suggests that universities strategically bolster the integration of information technology and meticulous talent management, emphasizing talent cultivation and development to provide valuable reference ideas and useful insights for the reform and innovation of human resource management in universities.

Keywords: Human Resource Management, Allocation Effectiveness, Strategy

Introduction

Currently, China's higher education is entering a phase of popularizing global standards. As the internationalization and marketization of higher education accelerate, the country has successively introduced various talent management policies, intensifying the talent competition. This development has raised the bar for personnel management in universities. Concurrently, multiple reform measures, such as the Ministry of Education's implementation of undergraduate professional evaluations and the construction of university teacher information management systems, have presented both new challenges and opportunities for personnel management in universities. To enhance the efficiency of personnel management, it is essential to actively leverage information technology to streamline management processes and transition from traditional, broad management to a more refined approach.

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In addition, from the perspective of regional distribution characteristics, the group of highly educated and professional title teachers tends to cluster in economically developed areas along the eastern coast, resulting in a structural contradiction of weak teaching staff in underdeveloped areas in the central and western regions. Currently, high-quality faculty in Chinese universities, especially high-level talents with outstanding research abilities, have become the core resources that universities compete for, which further exacerbates the regional talent gap. In terms of management positioning, human resource management in universities is considered an auxiliary tool for scientific research and teaching. The human resource management of universities has been in a passive execution state for a long time, lacking top-level strategic design and not widely recognized by the faculty and staff.

In the context of rapid social development, the reform of university teaching should also keep pace with the times. As a key factor affecting the quality of university teaching, teachers play an important role in promoting the improvement of the university education level. The core part of university human resource management is the management and allocation of teacher resources. Optimizing the human resource management system, improving the human resource management system, accelerating the reform of university teaching, and leveraging the core role of teachers in teaching all rely on the degree of attention that universities pay to human resource management work. The work of human resource management is closely related to the development of universities. Through human resource management, the comprehensive quality of teachers can be improved, thereby enhancing the scientific research ability of universities, promoting management innovation, and realizing the modernization reform of universities. In today's constantly changing society, only by constantly relying on innovative ideas and methods, optimizing the human resource management mode of universities, and improving the management system, can we continuously attract more excellent teachers to universities, thereby improving the overall teaching and research level of universities, expanding their visibility, and providing assistance for the development of universities.

A reasonable composition of the teaching staff can actively promote the development of universities, while an imbalance in the structure of the teaching staff will weaken the operational efficiency of universities. In the rapid development of universities, the composition of the teaching staff appears unreasonable in terms of age, title, and academic structure. From the perspective of changes in the education market in recent years, many universities have carried out corresponding reforms and innovations in their human resource management systems, whether it is the reform of teacher positions or bold attempts in talent mobility, salary distribution, and other aspects. However, at this stage, the human resource management work in universities is still influenced by traditional personnel management concepts, leading to more problems and hindering the effective development and implementation of human resource-related work.

1. The current situation of human resource management in Chinese universities

With the continuous advancement of education reform in our country, great progress has been made in the teaching reform of university management. However, there are still some problems in its education management system, and university management needs to be further improved. Firstly, since 1999, Chinese universities have continued to expand their enrollment scale, with an annual increase in enrollment numbers. Compared to the slower growth in the number of university teachers, the teacher-student ratio has continued to increase, and universities can only adopt public classes and large classes. Secondly, there is a common problem of an insufficient number of high-level teachers in Chinese universities, with prominent issues in the quality of teaching and research. The proportion of highly educated teachers is relatively low, which is very unfavorable for improving the quality of teaching in schools (Yu Zhang, 2021 : 3). In addition, from the perspective of regional distribution characteristics, the group of highly educated and professional title teachers tends to cluster in economically developed areas along the eastern coast, resulting in a structural contradiction of weak teaching staff in underdeveloped areas in the central and western regions. Currently, high-quality faculty in Chinese universities, especially high-level talents with outstanding research abilities, have become the core resources that universities compete for, which further exacerbates the regional talent gap. In terms of management positioning, human resource management in universities is considered an auxiliary tool for scientific research and teaching. The

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2. The Importance of Human Resource Management in Chinese Universities

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3. Elements for optimizing the allocation of human resources in Chinese universities

In the process of optimizing the allocation of human resources in universities, there are several important factors that need to be considered. In the process of optimizing the allocation of human resources in universities, there are several important factors that need to be considered. The first thing to optimize is Organizational objectives. Reasonable allocation of human resources should be consistent with the goals of the organization. According to different goals, different human resource allocation strategies can be formulated. For example, if universities have plans to expand student enrollment, they need to introduce corresponding professional teachers and counselors to meet the requirements of the Ministry of Education for student teacher ratio and meet the normal teaching and educational management needs of the school. The next thing to optimize is Job requirements. Job requirements refer to the demands and abilities that each position has for its employees. In the allocation of human resources, it is necessary to determine the required employee qualities and backgrounds based on the characteristics and responsibilities of each position. The third thing that needs to be optimized is Personnel supply. Personnel supply refers to the existing employee resources of an organization, including the quantity, quality, and work experience of employees. By evaluating the gap in existing employee resources, it can be determined whether new hires or internal transfers are needed. What needs to be optimized in the end is Training and development. Training and development are important aspects of human resource allocation. Through training and development, employees' skill levels and professional qualities can be improved, helping them adapt to new job requirements. Regular training and continuing education can ensure that employees are aligned with the needs of the organization (Jinyan Zhang, 2024 : 186).

4. Issues in University Human Resource Management

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changes in the education market in recent years, many universities have carried out corresponding reforms and innovations in their human resource management systems, whether it is the reform of teacher positions or bold attempts in talent mobility, salary distribution, and other aspects. However, at this stage, the human resource management work in universities is still influenced by traditional personnel management concepts, leading to more problems and hindering the effective development and implementation of human resource-related work.

4.1 The current human resources structure is unreasonable.

Universities still face many challenges in human resource management, among which the irrationality of human resource structure is particularly prominent. Universities still need to make further efforts to improve the professional spirit of their staff. In addition, the human resource management level of many universities is still unable to meet their growing needs, and there are many shortcomings in the practice of management principles. While promoting management innovation, universities also need to adjust their human resource structure reasonably in conjunction with the development trends of the social economy and industries. However, in the process of transformation, the pace of human resource restructuring in most universities is slow, and the results achieved are not satisfactory (Bayin Tsetsek, 2022 : 56 57). This leads to unreasonable human resource structure and proportion in the actual work of universities.

4.2 The human resources employment mechanism needs to be updated

In the optimization and development of human resource structure in universities, it is necessary to clarify goals and tasks, and to improve the level of human resource management through the formulation of human resource strategic planning and other countermeasures (Ke Xu, 2022 : 241). However, many universities have not reflected their development trends and educational characteristics in the adjustment of human resource structure. In terms of employment mechanisms, some universities still have relatively outdated concepts, leading to low efficiency in the utilization of human resources. In addition, with the increasing competition among universities, the lack of a positive atmosphere of cooperation and awareness of human resource sharing undoubtedly limits the effective utilization of human resources.

4.3 Improve the competitive incentive system for human resource management

The competitive incentive system plays a crucial role. Competition can effectively promote the improvement of workability, while incentive measures can further stimulate the enthusiasm of human resources. However, there are still significant lags and limitations in implementing incentive mechanisms in current universities. There is still a lack of in-depth thinking on incentive methods and means, which are clearly separated from the actual work environment, making it difficult to fully stimulate the enthusiasm of administrative teaching personnel in universities, failing to unleash their potential, and overall lacking in science and practicality. In addition, the internal competition and incentive system of universities is still imperfect, and the evaluation and audit of talents are too superficial, lacking in-depth investigation, making it difficult to fully prove the comprehensive ability and quality of talents. In the long run, this may lead to a weakening of talent's work motivation, or an excessive pursuit of economic benefits and job promotion, resulting in work becoming overly utilitarian.

4.4 The performance evaluation system is not sound.

Chinese universities still face the problem of unscientific and imperfect performance evaluation systems in human resource management. Effective performance evaluation is not only the core of modern human resource management, but also the key to stimulating teachers' work

enthusiasm. However, the existing performance evaluation system is often too formal and lacks substantive key performance indicators, making it difficult for the evaluation results to truly and objectively reflect the scientific and rational nature of the system. In addition, the reward and punishment mechanism has not fully played its due role, making it difficult to effectively distinguish between good and evil. In terms of institutional construction, although some universities have established a series of evaluation, supervision, and incentive systems, these systems are often only on paper and have not received substantial implementation and attention, making these regulations lose their due significance. Therefore, we need to further improve the performance appraisal system to ensure that it is scientific, effective, and truly plays its appropriate role.

5. The application background of "Pareto optimality" in human resources based on the perspective of management theory

At the beginning of the 20th century, Italian economist Pareto proposed that "the most efficient allocation of resources refers to a state where no change can improve the situation of one party or worsen the situation of others, that is, the improvement of the situation of any party will not worsen the situation of any party." This theory is later known as the "Pareto efficiency optimal" theory. The process of people pursuing "Pareto optimality" is the process of management decision-making (GuangJian Wei, 2008 : 98-100) Human resource management is essentially the allocation of talent resources. The concept and role of resource allocation. The term "allocation" in "Cihai" dictionary means provision and arrangement. Internationally, the corresponding terms are "placement" and "matching". The former focuses on the deployment and positioning of personnel, ensuring that everyone has a suitable job task, that is, finding the appropriate job position for them; The latter emphasizes coordination and matching during the configuration process (Jinyan Zhang, 2024 :185). From the perspective of human resource management, human resource allocation means scientifically and reasonably allocating human resources inside and outside the organization to various job positions through specific methods and strategies, ensuring that the right people do the right things, and thus ensuring that the organization's various tasks can be completed on time, with quality and quantity. In modern organizational management, the allocation of human resources is an important concept. It involves how to allocate and utilize human resources reasonably to achieve organizational goals and optimal benefits. Human resources refers to every capable employee in an organization, whose knowledge, skills, experience, and creativity constitute the core competitiveness of the organization. Human resource allocation is the process of assigning suitable employees to appropriate positions based on organizational needs, and managing them through training, incentives, and other means to maximize efficiency. The allocation of human resources plays an important role in organizations. It can help organizations optimize the allocation of human resources, ensuring that every employee can utilize their expertise in the best position. By rational allocation of human resources, organizations can improve employees' job satisfaction and teamwork ability, thereby enhancing work efficiency and productivity. In addition, the allocation of human resources can also help organizations discover and cultivate potential employees, providing a continuous talent reserve for the sustainable development of the organization. The Pareto optimality of human resources is based on the perspective of management theory. Pareto optimality " refers to an optimal state of resource allocation, where the idea is how an individual can satisfy their own needs as much as possible under the given scarcity of available resources and limited existing knowledge. Pareto believed that the most efficient allocation of resources refers to a state where no change can improve the situation of one party or worsen the situation of others, that is, the improvement of either party's

situation will not worsen the situation of either party. The "Pareto optimality" pursued by economics refers to the state where "no one can be improved without harming some people", that is, maximizing the total social utility (Changzai Li, 2016 : 110). From the perspective of management theory, the so-called "Pareto optimal" state of human resource allocation is the ideal goal pursued by organizations or enterprises in human resource allocation. In this state, any form of human resource allocation cannot further improve the effectiveness of the organization without harming the interests of other organizations or the overall society. In other words, in this state, the allocation of human resources has reached its optimal state, and it is impossible to improve the efficiency of the organization through reconfiguration, without causing adverse effects on other organizations or the entire society. The Pareto optimality of human resources means that every individual within an organization can fully unleash their potential and achieve maximum personal value in the most suitable job position. In human resource allocation, when an organization or enterprise reaches a Pareto optimal state, it means that the allocation of its human resources has achieved maximum utility without sacrificing the interests of other organizations or the overall society (Jinyan Zhang, 2024 : 186). In other words, any further reconfiguration of human resources cannot bring greater utility growth to the organization without harming other stakeholders. In short, organizations in the Pareto optimal state achieve the full utilization of talents, where each employee can unleash their maximum potential in their most suitable position.

6. Suggestions for promoting optimal allocation of human resources in universities based on management theory

Based on "Pareto optimality" in human resources management theory, the following suggestions are made to promote the optimal allocation of human resources in colleges and universities:

6.1 Universities need to enhance the effectiveness of human resource management from a strategic perspective.

Universities should establish strategic human resource management as the core driving force for organizational development, and achieve deep synergy through systematic integration of human capital and strategic goals. Specifically, clarifying the development goals of the school, accurately predicting the demand for human resources, and formulating corresponding strategies for acquiring, allocating, developing, and retaining human resources, ultimately achieving a two way strengthening mechanism between organizational strategic goals and human resource efficiency.

6.2 Strengthen the refined management of human resources in universities

Universities need to establish a human resource management system that combines strategic planning and dynamic adjustment. Through multidimensional analysis of the professional structure, ability map, and career development needs of teaching, research, and management personnel, a precise allocation mechanism based on competency models should be established. On this basis, a four-dimensional evaluation system including teacher ethics and style, teaching quality, scientific research output, and social services will be constructed, and a performance management mechanism integrating quantitative and qualitative evaluation will be implemented. A differentiated reward and punishment system will be implemented to stimulate talent innovation vitality. It is suggested to establish a digital personnel management platform to standardize the recruitment process, dynamically manage contracts, and intelligently manage archive information. The focus should be on promoting the reform of the teacher appointment system, constructing a market-

oriented selection mechanism of "setting up positions according to needs, competing for positions, and contract management", improving the system of appointment period assessment and last place elimination, and forming a closed loop optimization of human resources allocation. At the same time, by constructing a teacher development index model, scientifically predicting talent demand, optimizing age and academic structure, promoting precise adaptation of educational resources and school positioning, and ultimately maximizing human resource efficiency.

6.3 Strengthening the informatization construction of human resources is also necessary

Through the establishment of a perfect human resources information system, real-time updating and sharing of human resources information is realized to provide decision-making support for university management. At the same time, the use of big data, artificial intelligence and other advanced technologies to carry out in-depth mining and analysis of human resources data, to find out the potential demand for talent and configuration problems, to provide a scientific basis for the optimization of human resources.

6.4 Focus on the training and development of human resources

Colleges and universities should increase investment in personnel training and development, provide diversified training and development opportunities, and help employees improve their skill level and comprehensive quality. College administrators should recognize the importance of training work to improve the quality of teachers, build a perfect teacher training system from the actual teaching of colleges and universities, and strengthen the training of previously in-service and new teachers. Improve the teacher training system should be in accordance with the training object's own situation, clear training objectives, scientific arrangement of training content and optimization of training methods, and in the training work to establish a scientific assessment and evaluation standards, the actual effect of training for a comprehensive evaluation, and then to achieve the whole process of training tracking, and effectively improve the quality of training. At the same time, the establishment of a sound career development channel and promotion mechanism, to provide employees with a broad space for career development, and enhance their sense of belonging and loyalty to the university.

Conclusion

To sum up, this article analyzes the current situation of human resource management in Chinese universities based on an understanding of the application of Pareto optimality in human resources. China's higher education is currently in a critical stage of connotative development. As the core carrier of knowledge creation and talent cultivation, the improvement of the management efficiency of human resources in universities is directly related to the realization of the national strategy of building a strong education country. This study concludes that, firstly, the establishment of the concept of strategic human resource management provides a top-level design framework for the reform and development of universities. Shifting talent work from traditional transactional management to strategic support, and achieving a deep integration of human resource planning and university positioning. Secondly, by refining the job classification evaluation system, constructing differentiated incentive mechanisms, and improving the performance management system and other refined measures, the homogenization and extensive problems in traditional personnel management have been effectively solved, creating institutional guarantees for the professional development of the teaching staff. At last, The human resource training and development systems in universities

require the construction of a three-dimensional ability development model encompassing "teaching-research-service," as well as the implementation of a hierarchical and classified teacher development plan to significantly enhance teachers' innovation ability and educational level. Under the guidance of higher education and teaching reform, the establishment of an evaluation system guided by innovative value and ability contribution has effectively stimulated the innovative vitality of the talent team. By optimizing the talent flow mechanism between schools and building interdisciplinary teams, the structural contradictions of human resources in universities have been alleviated, forming a dynamically balanced talent ecosystem. The coordinated promotion of these reform measures not only enhances the core competitiveness of the talent team in universities, but also provides a talent guarantee for higher education to serve the national innovation-driven development strategy.

In response to the above issues, the deepening development of human resource management in Chinese universities urgently needs to complete the following tasks at this stage: firstly, the establishment of a dynamic adjustment mechanism guided by strategic goals, so that human resource policies can resonate with higher education reform at the same frequency; The second is to strengthen the data-driven talent governance capability, relying on artificial intelligence technology to achieve accurate prediction and personalized services for talent development ; The third is to improve the international talent recruitment system and take the strategic initiative in global talent competition. Only by continuously deepening the innovation of the human resources management system and mechanism can we effectively promote the modernization of the higher education governance system, and provide an exhaustible impetus for building an educational powerhouse and realizing national rejuvenation.

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