

# Research on the Teaching Reform of Human Resource Management Curriculum Based on the Ideological and Political Education in the Course

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**Abstract:** Curriculum ideology and politics is an important measure and fundamental task to combine professional courses with ideological and political courses to carry out moral education and cultivate people in Chinese colleges and universities. Traditional teaching of human resource management neglects the cultivation of moral character. Therefore, it is necessary to reform the teaching of human resource management, and integrate ideological and political education into the whole process of teaching to improve the ideological and moral level of students. On the basis of analyzing the necessity of human resource management in curriculum ideology and politics construction, curriculum teaching reform is carried out. A new curriculum ideological and political education model that includes "teaching objective -- ideological and political content -- teaching means -- teaching evaluation" has been constructed. The content of the course is divided into 8 chapters, and the multi-level teaching objectives including "knowledge - skills - ideology and politics" have been clearly defined, and the triple teaching objectives of each chapter are clearly set. The ideological and political content has been integrated into the process of knowledge teaching by chapters. The modern educational technology and Internet platform technology are made full use of to optimize teaching methods, and heuristic and experiential teaching means are adopted, the combination of classroom and society is increased, and an assessment and evaluation system with diversified subjects is built with diversified subjects, a comprehensive assessment process, and diverse assessment methods, comprehensively evaluating students' learning outcomes from multiple dimensions, in order to improve the effectiveness of ideological and political education in human resource management courses. It is expected to provide a reference and basis for the construction of curriculum, ideological and political reform, the practice of socialist core values, and the realization of goals.

**Keywords:** Ideological and Political Education in Course-Teaching, Human Resource Management, Teaching Reform

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## 1. Introduction

In December 2016, at the National College Ideological and Political Work Conference, Xi Jinping, General Secretary of the Central Committee of the CPC, emphasized that the ideological and political work in colleges and universities should adhere to the cultivation of morality as the central link,

put the ideological and political work through the whole process of education, realize the whole-process and all-round education, and strive to create a new situation for the development of higher education in China [1]. In May 2020, the Ministry of Education of the People's Republic of China

issued the Guiding Outline of ideological and political education in course-teaching in Colleges and Universities (hereinafter referred to as the "Outline"), which pointed out that comprehensively promoting the ideological and political education in course-teaching is a strategic measure to implement the fundamental task of establishing morality and cultivating people. The outline clarified the objectives, requirements and contents of ideological and political education in course-teaching, required the scientific design of system of ideological and political education in course-teaching, and established and improved the evaluation system of quality of ideological and political education in course-teaching. Integrate ideological and political education into the whole process of classroom teaching construction [2]. Curriculum ideological and political education is to integrate the elements of ideological and political education, including the theoretical knowledge, values and spiritual pursuit of ideological and political education, into each course, and exert a subtle influence on students' ideological consciousness and behavior [3].

At the same time, it is also an important measure for colleges and universities to carry out the educational concept of moral cultivation and "three complete education" [4]. It combines ideological and political content with professional knowledge, theory with practice, explicit education with implicit education, so that professional courses and ideological and political education can go together, cultivate people through cooperation, and jointly implement the fundamental task of cultivating people through morality [5].

Human Resource Management is the core course of the economics and management specialty, which is responsible for the important function of cultivating excellent business talents [6] and high-quality applied talents with human resource management knowledge and humanistic quality [7]. At the same time, as a social science course, it is also bound to contain ideological content, reflecting the interest demands and values of a specific nation, class or stratum [8].

The traditional teaching of human resources management generally pays too much attention to the students' mastery of basic theoretical knowledge and the application of skills, while neglecting the cultivation of moral cultivation.

In order to implement the socialist core values and make students have good moral sentiment, we should organically combine the professional knowledge with ideological and political education, and put the ideological and political education content throughout the whole process of teaching, so as to improve the moral level of students. Therefore, this paper constructs a new model of ideological and political education in course-teaching from four aspects: the setting of teaching objectives, the integration of the elements of ideological and political education and professional knowledge, the enrichment of teaching methods, and the optimization of curriculum assessment system, and carries out teaching reform research on ideological and political education in course-teaching.

## 2. Necessity of Ideological and Political Teaching

### 2.1. To Make Intellectual Education as Important as Moral Education

The traditional teaching of human resources management focuses on knowledge teaching and skill training, pays attention to "intellectual education", and ignores the cultivation of good moral cultivation. Therefore, professional knowledge and skill teaching should be organically integrated with ideological and political education, so that students not only need to learn western advanced management knowledge and management skills, but also inherit and carry forward the excellent traditional culture of the Chinese nation, and implement the socialist core values, and improve the level of ideological and moral cultivation [9], and realize the educational concept of both intellectual education and moral education.

### 2.2. Make up for the Deficiencies of Traditional Ideological and Political Courses

The traditional ideological and political curriculum emphasizes more political attributes and theoretical nature. The ideological and political system has a sense of boundary, which affects the function of education. The ideological and political education in course-teaching can make up for this deficiency [10]. Secondly, the content of the ideological and political course is lack of reality and is out of touch with the social phenomenon that students are concerned about, which leads to dull content and low enthusiasm of students in learning. And the ideological and political courses are mainly concentrated for freshman and sophomore, and the ideological and political education is lack of durability.

The ideological and political teaching of the course can make up for the deficiency above the ideological and political course. Ideological and political education in course-teaching can combine professional knowledge with moral cultivation, so that students can receive ideological and moral education in daily learning, which not only makes ideological and political education lasting, but also makes ideological and political content learned in professional knowledge, which makes the content vivid and easy to understand, and the learning effect is improved significantly [11].

Therefore, ideological and political education in all course-teaching makes up for the deficiency of traditional ideological and political education, and achieves the perfect connection from the main position of ideological and political education to the all-round education of ideological and political curriculum [10]. The effectiveness of ideological and political education has been improved.

### 2.3. Give Play to the Demonstration Role of Professional Basic Courses

Human resource Management is the basic course of human resource management specialty, and its ideological and

political construction plays a leading role in the course construction of other courses. The human resource management involves many management knowledge modules, which are also involved in other specialized courses. Therefore, through exploring the reform of ideological and political teaching in the course, it has an important demonstration effect on other courses in the formulation of teaching syllabus, the mining of ideological and political content in the course, the optimization of teaching methods, and the innovation of assessment methods. The summary of these practical experiences can be promoted in other management courses to realize the comprehensive construction of all professional courses.

### 3. Construction of the Model of Ideological and Political Education in Courses-Teaching

The traditional teaching of human resources management only pays too much attention to the teaching of basic

knowledge, neglects the organic integration of the ideological and political content of the curriculum, which result in that the ideological and political content is rigid, the case is not close to the students' life, and the teaching effect is poor. Therefore, first of all, according to the teaching objectives at the three levels of knowledge, ability and value [12], this paper refines the content of the human resources management course and formulates the teaching objectives of each chapter. According to the teaching objectives and the content of the chapters, it selects the ideological and political elements of the course and organically integrates them into the professional knowledge. Adopt advanced educational technology and multiple teaching methods to optimize the teaching process, improve the teaching effect, and finally build a comprehensive assessment and evaluation system, so as to build a "four in one" new model of curriculum ideological and political education including "the objectives of ideological and political teaching - content of ideological and political teaching - ideological and political teaching methods - the evaluation of ideological and political teaching".

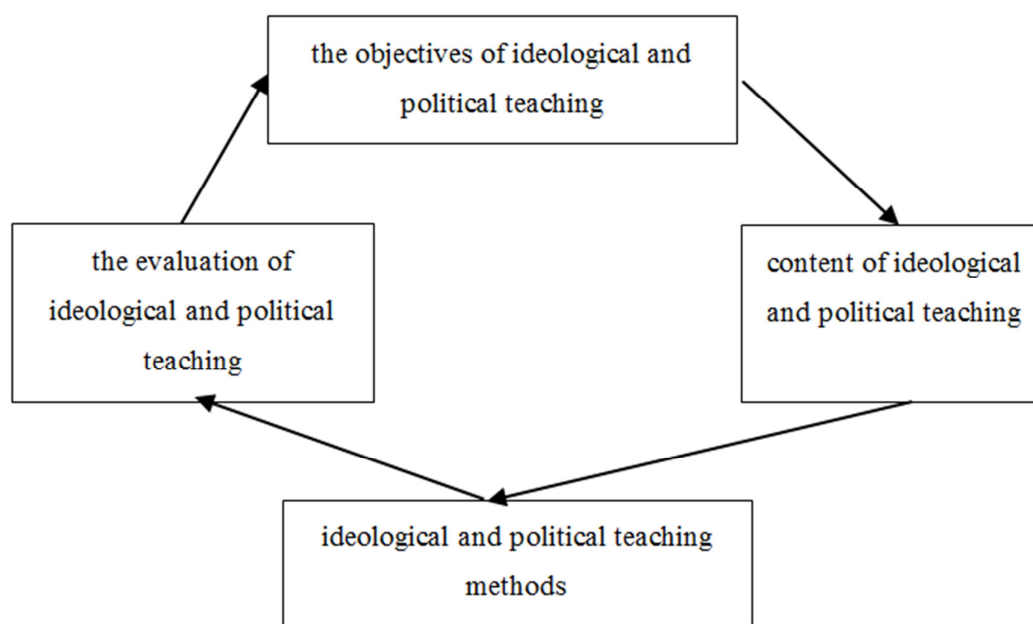


Figure 1. "Four in one" new model of ideological and political education.

#### 3.1. Setting of Teaching Objectives

The teaching goal of traditional human resources management focuses on students' understanding and mastering of basic knowledge and skillful use of operation methods, ignoring the cultivation of students' ideological and moral character.

Ideological and political education in course-teaching is a comprehensive teaching concept, which emphasizes the organic integration of ideological teaching and professional courses, and the dispersion of content of ideological

education into all links of the education system [13]. In the teaching process of ideological and political education, realize the comprehensive teaching objectives of knowledge teaching, skill training and value shaping. Taking Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era as the guiding ideology, core socialist values, excellent traditional Chinese culture, legal education, professional ethics education and other content into the explanation of professional knowledge, cultivate moral education, knowledge, technical comprehensive talents. Specific teaching objectives are shown in Table 1.

*Table 1. Teaching objectives of Human resource management courses.*

Chapter	Knowledge goal	Skill goal	Ideological and political value goal
overview of human resource management	Mastering of the definition and characteristics of human resources and human resources management, and the content of human resources and human capital; Mastering of ideas of human resource management at home and abroad	Setting up the organization structure of the human resource management department	Cultivate students' concept of people orientation and cultural confidence
Human resource management strategy and planning	Understanding of the connotation of human resources management strategy, mastering of the basic procedures of human resources planning, mastering of the forecast method of human resources supply and demand	The demand and supply of human resources are measured by forecasting method	Guiding the students to understand the strategy of strengthening talent in the new era and cultivate the students' overall awareness Cultivating students to set up correct career view, pay attention to the cultivation of ideological and moral cultivation
Staff recruitment and selection	Understanding the concepts of recruitment and selection, mastering of the methods of recruitment and procedures of personnel quality assessment	Mastering of the recruitment process and conduct the interview	Cultivating students' awareness of lifelong learning
Staff training and evaluation	Understanding of the connotation and importance of training, and the type of training, mastering the training effect evaluation method	the design of training system according to the personnel structure of the enterprise, and evaluate the training effect	Guiding students to set up the concept of moral, cultivate students' consciousness of fair competition
Performance management	Understanding the concept of performance management, mastering of the performance appraisal method	Formulate enterprise performance evaluation system	Guiding students to set up correct values
compensation management	Understanding the concept of compensation and compensation management, the structure of compensation and the principles of compensation management and method of design of system of compensation	Applying compensation design method to design compensation system for enterprises	Cultivating students' overall perspective and lofty ideals and aspirations
Career management	Understanding the concept of career, mastering of the principles of career and the procedures	Correct analysis of personal characteristics for personal career planning	Cultivating students' concept of rule of law
Labor relations management	Familiar with national labor laws and regulations and corresponding policies, skilled in labor contract management	Skilled management of employee labor contract, properly handle labor disputes	

### 3.2. The Design of Ideological and Political Content

On the basis of the ideological and political teaching objectives of the course, the ideological and political elements are selected in accordance with the contents of the course chapters, and the ideological and political content is organically integrated with the professional knowledge, history with reality by implicit infiltration [14], so that students can learn the ideological and political content in the process of professional knowledge learning and are influenced subtly. See Table 2 for the design of ideological and political content of the course.

#### 3.2.1. Overview of Human Resources Management

This chapter mainly covers the connotation of human resources and human resources management, the development process, current situation and trend of human resources management thoughts. First of all, the management idea has been changed from "material oriented" to "human oriented". Through exploration and practice, the importance of human resources in enterprises has been fully proved, and the people-oriented concept has been emphasized. Secondly, in the course of the development of human resources management in China, by introducing the historical facts of ancient Chinese scholars, students can understand the essence of ancient Chinese human resources management thoughts,

carry forward Chinese traditional culture, enhance national self-confidence and pride, and strengthen cultural self-confidence.

#### 3.2.2. Human Resources Management Strategy and Planning

This chapter mainly deals with the concept of human resources management strategy and planning, and the method of human resources management planning. In the process of knowledge teaching, we should learn the strategy of strengthening the country with talents in the new era, guide students to understand the importance of talents in the process of national development, cultivate students' awareness of the overall situation, and pay attention to the development perspective.

#### 3.2.3. Employee Recruitment and Selection

This chapter mainly covers the principles, procedures, methods and selection methods of recruitment for enterprises. Therefore, in the process of teaching knowledge, we should first stimulate students' learning enthusiasm, guide students to correctly face the difficulties encountered in employment, and help students establish a correct view of employment and career choice. Secondly, in the recruitment process, candidates should not only pay attention to their professional knowledge and skills, but also take moral character as an important criterion for selection [15] and quote the common

practice of assessing officials in the past dynasties of China to explain the importance of good morality, so as to guide students to pay attention to moral cultivation. Finally, we should cultivate students' awareness of fairness and justice. The recruitment process should comply with laws and regulations, put an end to unfair phenomena, and put the recruitment and employment work under public supervision.

#### 3.2.4. Staff Training and Evaluation

This chapter mainly covers the planned training of employees to make them have the knowledge and skills required to complete the work. First of all, students should be trained to have a long-term vision for the future. Enterprises should increase their knowledge and improve their skills through training. They should not only focus on practical problems, but also pay more attention to the long-term development of enterprises in the future. Therefore, students should be guided to have a long-term vision and have a keen insight into the knowledge and skills needed in the future. Secondly, we should cultivate students' ability to learn throughout life.

At present, we are living in an era of information explosion, and the speed of updating various kinds of knowledge is accelerating. Only through continuous learning and lifelong learning can employees better adapt to the society and make more contributions in work and life.

#### 3.2.5. Performance Management

This chapter is mainly about the correct evaluation of employee performance. In the process of performance evaluation, students should first be guided to establish a fair evaluation principle to avoid the interference of human factors. Secondly, take moral character as the primary content of performance evaluation, strengthen the assessment of professional ethics and social ethics, and advocate honesty, trust and fighting spirit.

#### 3.2.6. Compensation Management

This chapter mainly deals with the structure of

compensation and the role of compensation management. In the content of compensation, students should be guided to understand compensation from multiple perspectives. Compensation includes not only monetized salary and bonus, but also the promotion and honor of work positions. Students should be guided to abandon money worship, view the salary from multiple angles, establish correct values [16].

#### 3.2.7. Career Management

This chapter includes career planning and career management. we should first guide students to have lofty ideals and ambitions, through watching patriotic films, stimulate students' national pride and self-confidence and strengthen the ideal and belief of the great rejuvenation of the Chinese nation. Secondly, guide students to correctly analyze their strengths and weaknesses, formulate scientific and reasonable career planning, and combine their career planning with the needs of the country to cultivate students' overall view, overall view and forward-looking consciousness [17]. Finally, cultivate students to have a down-to-earth spirit. Through watching the cases of entrepreneurs and entrepreneurs, make students understand that any success can't be achieved without down-to-earth spirit, and there is no shortcut to success.

#### 3.2.8. Labor Relations Management

This chapter mainly includes the management of employee labor relations and labor protection. First of all, to cultivate students' legal concept, strengthen legal publicity by watching social real labor litigation cases, and enable students to use labor law to solve problems encountered in work through the form of scene simulation. Secondly, guide students to remember the people-oriented concept in the process of staff management, correctly handle staff issues, and safeguard legal rights and interests. Finally, guide students to cultivate both morality and law, so that law and morality complement and promote each other [18].

**Table 2.** Ideological and political content of human resources management course.

Chapter	Teaching points	Ideological and political content
Overview of human resource management	The definition of human resources and human resources management, History and development of human resources management	People-oriented management concept; The essence of human resources management in ancient China, Chinese traditional excellent culture, national self-confidence and pride
Human resource management strategy and planning	The connotation of human resources management strategy, the method of preparing human resources strategic planning	China's strategy of strengthening the country with talents in the new era, the overall awareness, and the perspective of development
Staff recruitment and selection	Principles, procedures and methods of employee recruitment and selection	Correct outlook on employment and career choice; Morality first and the sense of fairness and justice
Staff training and evaluation	Procedures and methods of employee training; Design of employee evaluation standards and evaluation methods	Long-term vision and keen insight; Ability to learn for life
Performance management	Process and method of performance management	Fair evaluation, professional ethics and social morality
Compensation management	Compensation classification, principles of compensation management and the design of compensation system	Abandon money worship and correct values
Career management	Theory of career and career management	Great ideals and ambitions; The ideal and belief of the great rejuvenation of the Chinese nation; Overall view and down-to-earth spirit
Labor relations management	Labor relations management and labor protection	Legal concept, understanding, abiding by the law, usage

### **3.3. Optimization of Teaching Methods**

Ideological and political education in courses-teaching puts forward higher requirements for teaching methods. Traditional teaching methods can no longer meet the needs of ideological and political education. Therefore, teaching methods must be optimized.

#### **3.3.1. Adopt Heuristic Teaching Methods**

The traditional teaching method is to transfer knowledge in a one-way way, it has the disadvantages such as inaccurate memory, poor understanding and low learning efficiency of students. Therefore, heuristic teaching methods need to be adopted to transform one-way knowledge transfer teaching into two-way interactive teaching between teachers and students. In the process of teaching, we should make full use of intelligent teaching methods to form a new teaching method. With students as the main body, teachers should constantly ask questions, guide students to query information, summarize answers, and encourage students to speak and discuss, so as to deepen the understanding of knowledge, build a question-oriented heuristic teaching model, and improve teaching effect.

#### **3.3.2. Adopt Experiential Teaching Methods**

Human resource management is a highly practical course, which contains a variety of methods that are highly operational. Therefore, in the teaching process, students should be divided into several groups in the learning process of job analysis, employee recruitment, performance evaluation and other contents. Each group simulates the recruitment site, and through personal experience of the recruitment and application process, students can improve their ability to use methods, and they can also experience the ideological and political content in the field.

#### **3.3.3. Use Advanced Teaching Technology to Enrich Classroom Content**

In the context of the vigorous development of "Internet plus", various intelligent teaching platforms have developed rapidly. In the process of ideological and political education, we should actively use new media teaching tools, establish a virtual teaching platform, use MOOC resources and excellent college teachers' lecture videos, fully introduce excellent online teaching resources, and promote the innovation of teaching methods by combining online and offline methods, Promote the organic integration of modern teaching technology and ideological and political education.

#### **3.3.4. Collaborative Education between Classroom and Society**

In order to avoid the disjunction between cases and reality in the teaching process and the shortcomings of students' poor understanding, the method of "invite in" can be adopted in the teaching process, and moral model, moving Chinese people, well-known entrepreneurs, advanced figures in various fields of society, and enterprise human resources practitioners can be invited into the classroom to carry out

special reports for students and this major and the enterprise will jointly cultivate talents through resource integration, based on their respective needs [19]. At the same time, we can also use the "going out" method to organize students to go into the enterprise for field exchange and study, deeply understand the business process human resources management of enterprise, and apply the knowledge learned to the actual work of the enterprise. Through these methods, students can not only make full use of the knowledge they have learned, but also correctly understand the actual situation of human resources management in enterprises, eliminate unrealistic ideas, closely combine in-school teaching and off-campus work, make students correctly understand their shortcomings, and constantly improve their own ability and comprehensive quality.

### **3.4. Innovation of Assessment System**

A scientific assessment and evaluation system can not only comprehensively and accurately evaluate the learning effect of students, but also help teachers optimize teaching content, Optimized teaching methods, and improve the quality of talent training. The traditional assessment of human resources management is one-sided, based on the final exam score, cannot fully reflect the performance of students in the whole learning process. Therefore, the assessment system must be innovated. So the assessment system is established from the main body of the assessment, the whole process of the assessment, the diversification of the assessment methods and so on.

#### **3.4.1. Diversified Assessment Subjects**

In the traditional assessment method, the assessment subject is only the teacher. In order to comprehensively evaluate the learning effect of students and cooperate with the teaching method, the assessment subject should include teachers, group members and students. For students' speech, teachers and other students should evaluate. For team work, teachers should evaluate the whole content of the team, and team members should focus on evaluating the performance of each member. The evaluation of students' moral cultivation should be made by teachers, students themselves and other students. The comprehensive evaluation of students' learning effect by multiple subjects can measure students' learning effect more accurately [20].

#### **3.4.2. Full-Process Assessment Process**

The traditional assessment focuses on summative assessment, which leads to the phenomenon that students neglect the process and emphasize the review. In order to fully mobilize the enthusiasm and initiative of students in the whole learning process, we should implement the whole-process assessment. Pay more attention to process assessment and increase the proportion of process assessment. The process assessment is divided into three types: class performance, daily work and team work. The proportion of each part is 10%, 20% and 20% respectively. The final

assessment is the final examination, accounting for 50%. Among them, class performance is mainly evaluated from the aspects of interaction with teachers during class, pre-class preview, and post-class review. The daily work can be divided into several class time-limited tests, reflecting the importance of process assessment and making students realize the importance of process learning.

### 3.4.3. Diversified Assessment Methods

The assessment method of ideological and political education should be changed from single written assessment to diversified assessment, which can be combined with oral assessment and written assessment to diversify the assessment methods. Through the usual questions and team work, the students' oral expression ability is assessed. The written assessment includes team work and final examination. In the final examination, the proportion of objective questions such as multiple-choice questions and judgment questions should be reduced, and the proportion of subjective questions should be increased, not only to test the students' comprehensive learning ability, but also the understanding of socialist core values, and promote the promotion of values.

## 4. Conclusion

Based on the concept of ideological and political education in courses-teaching, this paper studies the teaching reform of the human resources management, constructs a new model of ideological and political education of "four in one", sets a comprehensive goal of "knowledge—skills—ideological and political value", excavates and organically integrates the ideological and political elements in each chapter, makes full use of modern educational technology to optimize teaching methods, and constructs a comprehensive assessment system, integrate the spiritual guidance of ideological and moral level in teaching, so that students can understand and implement the socialist core values and achieve the educational goal of building morality and cultivating people in the process of learning professional knowledge and operating skills.

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