

Human resources innovation teaching management based on entrepreneurial competence

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Abstract. This paper studies the teaching management of human resource innovation based on entrepreneurial competence, and expounds the relationship and function of entrepreneurial competence and human resource innovation teaching management, and puts forward the implementation strategy of human resource innovation teaching management based on entrepreneurial competency. The results show that the teaching management of human resources innovation based on entrepreneurial competence has the advantages of promoting students' entrepreneurial consciousness, improving their entrepreneurial ability, enhancing their entrepreneurial motivation and cultivating innovative consciousness. Under the new situation, cultivating human resource management talents with entrepreneurial competence has a profound impact on the future development of China.

Keywords: entrepreneurial competence; human resources; innovative teaching management.

1. Foreword

With the continuous development of market economy and the constant change of talent demand, cultivating entrepreneurial talents has become an important task of higher education. However, the traditional education mode often pays too much attention to the transmission of knowledge, and ignores the cultivation of students' innovation ability and entrepreneurial competence. Therefore, this paper discusses the advantages and implementation strategies of human resource innovation teaching management based on entrepreneurial competence, aiming to provide a new education mode to promote students' entrepreneurial awareness, improve their entrepreneurial ability, enhance entrepreneurial motivation and cultivate innovation consciousness, so as to provide useful inspiration and reference for the cultivation of entrepreneurial talents.

2. Introduction to the concept of entrepreneurial competency

Entrepreneurial competence refers to the ability and quality that an individual needs in the process of entrepreneurship. It is a composite concept, including multiple dimensions of factors, such as innovation ability, marketing ability, financial management ability, leadership ability, interpersonal skills, etc. Entrepreneurial competence is not only the core competitiveness of entrepreneurs, but also one of the important factors for the successful development of enterprises. The formation of entrepreneurial competence has complex factors and processes, which are influenced not only by internal factors, such as personal talent, experience, education and training, but also by external environment, such as social and cultural background, policies and regulations, market demand, etc. Therefore, the cultivation of entrepreneurial competence should be a systematic, comprehensive and personalized process, which should be carried out through the integration of various educational means and resources. In recent years, with the rise of entrepreneurial boom, the cultivation of entrepreneurial competence has attracted more and more attention. Governments at all levels, universities and enterprises have launched various forms of entrepreneurship education and training programs, aiming to provide young people with better opportunities to cultivate their entrepreneurial competence and promote the development of innovation and entrepreneurship.

3. Advantages of human resource innovation teaching management based on entrepreneurial competence

3.1 Strengthen practical teaching

Human resource innovation teaching management based on entrepreneurial competence pays attention to practical operation and innovative practice. Traditional theoretical courses pay attention to the study of students' theoretical knowledge, but in the cultivation of entrepreneurial competence, practical operation is a very important link. This teaching mode can be realized through simulated entrepreneurial activities, field visits, experimental research, case analysis and other ways. Through these practical activities, students can better understand the entrepreneurial process and entrepreneurial elements, and better master and apply the theoretical knowledge of entrepreneurial competence.

3.2 Strengthen the comprehensive quality training

The innovative teaching management of human resources innovation based on entrepreneurial competence pays attention to the cultivation of comprehensive quality, and aims to help students comprehensively improve all aspects of entrepreneurial competence. Entrepreneurial competence not only includes the mastery of skills, but also involves thinking, emotion, consciousness and other aspects. In the course design, in addition to teaching entrepreneurial theory, we will also pay attention to the development of students' innovative consciousness, entrepreneurial spirit, creative ability, teamwork ability, communication ability, leadership ability and other qualities.

3.3 Strengthen the training of actual combat ability

The teaching management of human resources innovation based on entrepreneurial competence pays attention to the cultivation of practical ability. Through various educational means, such as practical teaching, case analysis and simulated entrepreneurship, it helps students to exercise their entrepreneurial ability and practical ability, and improve the probability of success in entrepreneurship. Through practical learning, students can better understand the various challenges and difficulties in the process of starting a business, and make full preparations in advance to make sufficient preparations for entrepreneurship.

3.4 Strengthen personalized training

The innovative teaching management of human resources innovation based on entrepreneurial competence pays attention to personalized training, fully considers the different characteristics and needs of students, adopts a variety of educational means and resources to provide diversified learning experience, and help students better achieve self-development and entrepreneurial goals. In the teaching design, taking into account the students' personalities and differences, different educational means and methods are adopted to provide diversified learning resources and environments, so as to provide students with more personalized and accurate educational services.

3.5 Strengthen cooperation and innovation

Human resource innovation teaching management based on entrepreneurial competence focuses on cooperation and innovation, and helps students to cultivate teamwork spirit and innovative thinking ability. In the process of entrepreneurship, teamwork and innovative thinking are very important factors. Therefore, the curriculum design emphasizes the cultivation of students in teamwork and innovative thinking. Through a variety of teamwork and innovative practice activities, students can exercise their teamwork and innovation ability, and better adapt to the entrepreneurial environment.

3.6 Strengthen the career development orientation

Human resource innovation teaching management based on entrepreneurial competence focuses on career development orientation, helps students to fully understand the needs and trends of career development, clarify their career positioning and goals, and actively explore the ways and ways of career development. In the course design, students' career development needs and trends are fully considered, and students are guided to make career plans and development plans, and help students master the skills and methods of career development through a variety of career development practice activities, so as to better achieve the career development goals.

4. Implementation strategy of human resource innovation teaching management based on entrepreneurial competence

4.1 Formulate teaching objectives and curriculum setting

Establishing teaching objectives and curriculum setting is the premise of realizing human resource innovation teaching management based on entrepreneurial competence. Teachers need to first understand the characteristics and needs of students, and then according to this information, develop clear teaching objectives and curriculum setting. When setting teaching objectives, teachers need to break them down into specific course content and learning tasks. Teachers also need to select appropriate teaching methods and teaching resources, so that students can have a comprehensive and systematic understanding of the concepts and elements of entrepreneurial competency. To achieve this goal, teachers can adopt a variety of teaching methods, such as teaching, case analysis, group discussion, teamwork, etc., to help students master relevant knowledge and skills.

4.2 Conduct entrepreneurial competency training and practice

Entrepreneurial competency training and practice is also one of the important strategies of human resource innovation teaching management based on entrepreneurial competency. The cultivation of entrepreneurial competence needs to combine theory and practice. Therefore, in the teaching process, teachers need to stimulate students' entrepreneurial awareness and interest through various teaching methods, such as case analysis, role playing, and entrepreneurship simulation, etc., to help them understand the process and elements of entrepreneurship. In addition, students also need to be guided to actively participate in entrepreneurial practice activities, such as entrepreneurship competitions, enterprise internships, etc., to improve students' practical operation ability and innovation ability.

4.3 Strengthen teamwork and communication skills

Strengthening teamwork and communication ability is also one of the important strategies to realize human resource innovation teaching management based on entrepreneurial competence. Team work and communication are crucial in starting a startup. Therefore, teachers need to develop students' teamwork and communication skills through a variety of teaching methods, such as group discussion, teamwork, etc. At the same time, teachers also need to guide students to learn effective communication skills, such as effective listening and active expression, to help students better communicate with team members, partners and customers.

4.4 Strengthen the course evaluation and feedback mechanism

The cultivation of entrepreneurial competence requires continuous evaluation and feedback, so as to correct students' deficiencies in time and improve them. Therefore, in the human resource innovation teaching management based on entrepreneurial competence, teachers need to develop a perfect curriculum evaluation and feedback mechanism. Specifically, it can be achieved through the

following measures: First, teachers can evaluate students' learning situation, learning effect and course satisfaction through questionnaires, personal interviews and other ways, so as to understand students' learning needs and feedback. Secondly, teachers need to provide timely feedback and guidance according to students' learning situation and feedback to help students correct deficiencies and improve them. Finally, teachers can establish student files and course records to record students' learning status, academic performance, course feedback and other information, so as to evaluate students' learning outcomes and course effects.

5. Sum up

Through the research of entrepreneurial competence and human resource innovation teaching management, this paper puts forward the implementation strategy of human resource innovation teaching management based on entrepreneurial competence. The teaching management of human resources innovation based on entrepreneurial competence has important advantages and functions, which can effectively promote students' entrepreneurial consciousness, improve their entrepreneurial ability, enhance their entrepreneurial motivation and cultivate their innovation consciousness. The results of this paper have great significance and enlightenment for innovation and entrepreneurship education and talent training in higher education, and also provide useful reference for subsequent research.

6. Reference Documentation

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