



Current Art Human Resources Development and Management of Problems and Solutions

LI Yana^{1,*}; LIU Yi²

¹Art Institute of Jinan University of Shandong, Jinan, Shandong, 250022 China. Associate Professor of Art, mainly engaged in Art Innovation of Talent Development and Policy Research.

²Shandong Institute of Arts, Jinan, Shandong, 250014, China

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*Corresponding author.

Address: Art Institute of Jinan University of Shandong, Jinan, Shandong, 250022, China

Email: wangds689@126.com

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Abstract

Factor analysis, correlation analysis, modeling, network analysis and other analytical methods and theory with practice and the ideological line of the relevant statistical data, information and computer technology combine to explore the current impact of human resource development and use of art elements such as ideology and understanding of the barriers, barriers in theory, system, structure, and mechanism of the barriers, art education and creative talent, Scientific research, barriers, human capital aspects of art and other barriers. Impact of art on human resources development and utilization factors based on in-depth analysis, from the innovative thinking, artistic personnel training, personnel quality art education, art human resources management, incentive mechanisms, so some countermeasures and suggestions. And reached the following conclusion: only continue to explore, find and improve the current art human resources development and utilization of new methods, new measures in order to truly establish the characteristics of human resources meet the art human resources management system.

Key words: Art talent; Constraints; Suggestions

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INTRODUCTION

Their own human resources to social development and national economic prosperity and cultural progress is of great significance, with the rapid social and economic development, human resource development has become an important topic. In the knowledge economy, social organization of human resources has become necessary for the four resources (human resources, material resources, financial resources and technical resources), the most valuable resource, human resource management increasing attention to all sectors of society, and has been made ideal results. 90 years since the 20th century in China since the reform of personnel system has made great achievements, but, at present most of the departments and enterprises yet to shake off the shackles of traditional personnel management in human resources development and management process, there are still many cannot neglected issues, such as: the introduction of talents, development and management issues, departments and enterprises of knowledge and practice also biased; human resources development and management system is not standardized, not perfect, no long-term planning; human resources development and scientific management mechanism, unreasonable and irrational allocation of human resources, not achieved the desired results. this requires us to identify problems and explore strategies for human resource development and scientific management of the construction.

Art is the human resources human resources indispensable part of the art human resources development and the state of society itself, economic prosperity, cultural progress is also important. Talked about earlier in the human resources development and management many problems existing in the process, human resource development in the art also exists, therefore, discuss art human resources development and utilization of the problems, explore the art for the new period of human resources required development and utilization of

measures and specific measures, also in front of us is an important task.

1. THE IMPACT OF HUMAN RESOURCES DEVELOPMENT AND UTILIZATION OF ART SOUND OPERATION AND ANALYSIS OF MANY FACTORS

1.1 The Ideology and Understanding of the Barriers

(1) The existence of the traditional concept of education malpractice. Basic features of the traditional concept of education is to impart knowledge as the center, the traditional concept of art education is to teach skills as the main body, to textbooks and lectures centered teaching model. This model ignores the fine arts of the main dynamic role, obstacles and affect the art of fine arts creative thinking and a unique art form of the development of innovation capability, in particular, stand out talent in art and intuition, spiritual training is disadvantage.

(2) Neglect cultural courses. By the impact college entrance examination system, fine arts majors in high school courses to ignore the culture, and simply focus on the art of professional painting skills improved, or even just limited to the realistic imitation of the ability to improve, resulting in our knowledge of fine arts students the state of the structure is extremely unreasonable, but the students showed their ability to show various aspects of the characteristics of abnormal development

(3) The concept of professional development and social development lagging behind there was a contradiction between the advance. Social development needs of deep-level, multi-skilled, all-round development of art talent, and some art students and art teachers by the traditional ideas, with a narrow mind stick to professional boundaries of art, Art Division is also focused solely on the scope of Oil majors training emphasis on the relationship between colors, painting majors limited to the shape of the line. Fine Arts students is limited to the expertise and painting, design skills, professional skills training, and professional non-basic course in art only as a complete teaching program of embellishment.

1.2 The Theoretical Barriers

With the current theory of art is obviously insufficient human resources, human resources on art some of the major theoretical issues that must be further study. Practical significance of these theoretical problems and practical problems to give answers to scientific theory, be able to implement arts policy development and utilization of human resources to provide specific theoretical guidance.

1.3 System, Structure, and Mechanism of the Barriers

(1) Human resources development and utilization of fine arts there are all kinds of systems, structures, mechanisms and other aspects of obstacles. With the social, cultural, rapid economic development, human resources development and utilization of fine arts there systems, structures, organization, personnel, policies, regulations and other aspects of reform lags behind, and thus art human resources development and utilization constitute obstacles, including the system barriers, institutional barriers, policy barriers, regulatory barriers. These obstacles on the art of human resources development and utilization of a variety of obstacles have to be completely removed.

(2) The lack of arts in human resources development and utilization of incentives and preferential policies in recent years despite some positive policy measures, but for art art talent, especially high-level creative talents lack of incentives and preferential policies. For example, the income of high-level treatment of low art talents.

(3) The lack of integrity of art human resources development and utilization. The art development and utilization of human resources management system, operation system and the legal system, there are many problems that human resources development and utilization of Art integrity is not high. Its performance are: human resources arts groups less combinatorial optimization, and many poor overall performance art talent group.

1.4 Art Education and Creative Talents, Scientific Research Barriers

(1) Personnel training objectives, training model and structure of the system is not perfect. Because of the training objectives of art professionals understand the importance of art training goal most of the formality. School system and the lack of creativity and its own characteristics, the blind pursuit of foreign educational models to imitate and copy the current situation is widespread. Existing Master of Art Education, BS, specialist-level personnel structure system, but there are blind pursuit of high levels of education tend to, do not level out in their respective levels and unique.

(2) Curriculum, teaching content, teaching quality issues. Some of the University Art School, the Department of Education curriculum is unknown, main courses, degree courses and their content, unclear objectives, course content duplication, duplication of Fine Arts foundation course. Art Academy, Department of room for improvement in school conditions, most of the art teaching, due to funding shortage, fine arts books, the lack of pictures, the studio is too small, drawing non-standard classrooms, poorly equipped, modern multimedia computers and lack of teaching equipment, can not meet the fine arts professional needs of modern teaching, art teaching quality is difficult to guarantee.

(3) Teaching management is weak. Part of the

Academy of Fine Arts, the Department and universities for arts faculties, in almost all art painting, design professionals, the general emphasis on the characteristics of their lack of scientific expertise, systems, and standardize the teaching of management.

(4) The overall level of teaching staff is low. Part of the Art Institute, the Department and University of the Arts faculty, the lack of high-quality art teachers, educational level and knowledge structure, equivalent teachers to teach students the phenomenon is also widespread.

(5) Teaching writing and research is weak. Measure the results of scientific research has always been an important indicator of the level of a subject, art education is no exception. Over the years, art education and theory of scientific theories contempt, fine arts theory and application of research results based on very little, and the humanities, social and natural sciences than in terms of quantity, quality, have a big gap. Discipline is different from the art apprentice training workshops, has its scientific, systematic, regular arts and art teaching and research has been a serious impediment to the weak state of the art human resources development.

(6) "Personalized education" is missing. Traditional art education and teaching activities, over-emphasized the role of dominant position and the teachers, too much prominence to the art teacher's authority, but often overlooked art students to create awareness of abilities and personality, resulting in fine arts students from began to weaken the ability to challenge, to develop the habit of toe and inhibit their own creativity and art professionals there is no feature, no personality.

(7) Art and cultural talent, lack of historical knowledge. Over the years, fine arts, early interrupt the normal culture into the professional status of basic education, because knowledge structure is incomplete, malnutrition, poor basic knowledge of the profession of art created cascade effect, affect on other acceptance and understanding of knowledge, resulting in biased perception of the objective world, hampered the accuracy of life experience and perception of the sensitivity of indirect life, which causes a certain degree of fine arts professionals and cultural shallow understanding of art is not the expression of place.

1.5 Art Aspects of Human Capital Barriers

(1) The irrational distribution of art talent. The irrational distribution of the phenomenon of art talents more serious, for example, "to avoid becoming the poor rich" is the outstanding performance. The so-called "trend to avoid the poor rich" is the art talent flow from the backward areas and rural development capital and largest city. Such "tendency to avoid the poor rich" phenomenon is driven by economic interests, it is the pursuit of economic income as much as possible, while providing backward areas and towns is lower than the developed economies

pay the capital and cities.

(2) The total lack of art professionals and art talent to waste coexist. Total amount of art talent gaps in a situation, the phenomenon of human waste is very serious. For example, undergraduate and graduate fine arts professional employment mismatch, diverted, and relegated widespread use of many arts undergraduates after graduation, diverted, and relegated the phenomenon of more and more, the employment rate increasing at the end.

(3) The flow of talent in art, "higher than at low, should seek dislocation" of the phenomenon seriously. The so-called "higher than at low" refers to conditions of middle and high art talents to good areas, departments and units of flow, and most come in just graduated from art college students life. The so-called "supply and demand misalignment" refers to those who do not need to, to those who do not need. Survey results show, art talent to go abroad when the phenomenon of no return has occurred, in addition, some bad thinking of the community Art also had a negative impact on human resources, fine arts and innovative sense of utilitarian thinking thicken dilute, fine arts thesis should be model of innovation, but the statistics show, the real value of the art innovative professional papers less than 10%, to be innovative in the forefront of the art courses were less.

(4) Art human resources problems in the structure. Currently, the art of serious human resource structure anomaly in: hierarchical structure of the irrational, more middle-class art talent, lack of senior arts professionals; regional distribution is unreasonable, for example, art professionals in rural urban areas, low density, the provincial capital, metropolitan areas with high density of art professionals. The situation in the regions to varying degrees.

(5) Senior art talent shortage. Acute shortage of senior arts professionals. Master of Fine Arts has a small number of personnel, and has a doctorate in art talent scarcity. Some art schools do not recruit for many years into a PhD, Masters and even some professionals can not even meet the requirements. Arts and crafts classes now most employers do not lack of bachelors, masters and PhD, but the sense of the art research and innovative leaders, we must attach importance to training and the reserves of Fine Arts, R & D personnel,

2. THE MEASURES AND SPECIFIC MEASURES PROPOSED

2.1 Thinking Innovation Countermeasures

(1) New concepts. New ideas must lead the art of qualified personnel. The ideas, we must thoroughly change the "see things but not people" concept, establish art human resources are the primary resources of the concept. At the same time, from an economic point of view to consider

the issue of globalization, not only from one province of a country's point of view of a city and county to consider a rural arts development and utilization of human resources.

(2) The establishment of art talent, "investment in education is the first productive investment," the new concept. The old ideas must be cleared to establish the 21st century must have a new idea, namely: Art for art education investment is the production of human capital investment, human resources development and utilization of art is the art of production and reproduction of human capital investment, is the first a productive investment.

(3) The elimination of "quality education" misunderstanding. Students of the University Art "Quality Education" misunderstanding led to the "Quality Education" the lack of effectiveness of reform, or even to "quality education" reform of the lack of its own content and reduced to "employment education." (XU, 2008: 118)

2.2 Art Countermeasures for Training

(1) Art in the application of higher personnel training, the development of graphic design expertise to the center of the art teaching program, vocational colleges with art education graphic design capabilities must be developed as the center of the teaching plan in order to realize the application of art talent culture; build creative teaching system, Applied Art Vocational Training professional ability of higher art talent, and art forms to create and develop professional skills training is the essence of artistic practice ability, therefore, applied to the training of higher art strengthen the teaching, practice teaching system constructed.

(2) Personnel training in the creative arts, we should attach importance to quality education under the command of "personalized education", to promote innovation, develop personality. Fine Arts students the art of personal qualities and long-term accumulation of social life caused by the mind-set, is by means of intuitive sensitivity toward art images of the external and objective performance (LI, 2009).

(3) Emphasis on traditional culture and art professionals the ability to simultaneously coordinate the development of quality. Culture and Arts is a national source of life, strengthen the quality of education, culture and the arts, cultural diversity in today's world of fierce cross-collision, the Chinese nation's traditional culture can be an important means to maintain and develop, but also continue to enhance the art education and a prerequisite for development.

(4) To strengthen arts Ethics. Moral Education and the introduction of innovative talents art aesthetic mechanism of emotional experience, the moral aesthetic education as emotional issues to deal with. Second, the visualization and aesthetic pleasure to introduce mechanisms to overcome the moral teachings of the drawbacks of dry and abstract.

2.3 The Future of Art Education in the Quality of Talent Countermeasures

(1) Dual cultivation. Namely, political accomplishment and art culture. Political accomplishments include political beliefs, ideological character, morality and so on. Cultivation of artistic accomplishments, including cultural theory, aesthetic self-cultivation, cultivation and other creative experiment.

(2) Double creativity. The painting, the design of new ideas and new skills. The quality of art education students, focusing on training its innovative spirit, it is necessary to guide the students in the creative design, there are always new programs, new ideas, stimulate their creative inspiration, but also guide students in the material testing a new application of technology that in the design of materials, methods and application of modern means of the latest science and technology. (LI, 2009: 162)

(3) Double knowledge. That is, painting as the core of knowledge and human sciences in order to design technology as the core of natural science knowledge.

(4) Double tool. The modern English and computer art design. As a modern high art and design talent, you must master the two basic tools, namely English and computers.

2.4 The Future Orientation of Art Talents Education Reform

(1) Adjust and update the fine arts curriculum, update professional knowledge content, optimize the knowledge structure of art professionals. To develop innovative and high-level enough stamina art talent, must be combined with social and cultural development, market economy, reform of Fine Arts curriculum. To the professional curriculum is divided into four types namely, compulsory courses, elective courses, creative hands-on courses, academic lectures to observe classes

(2) Incentive to reform teaching. First, the full implementation of the full credit, so that art students according to their years of expertise and interest in learning and curriculum choice, learning to give full autonomy, or even to encourage art students to graduate early, or halfway to join the social art practice, and go back to school continue reading. Secondly, to improve student scholarships and scholarship awards amount of surface, even poor students to give full scholarships privileged to support their art learning. Again, the conditions of art institutions to encourage undergraduate students, master's tonal system, at least to guide the Art Students pursuing dual degree or second major or minor repair master's degree program.

2.5 Art Human Resource Management Countermeasures

(1) Art talents of the excavation. Mining the introduction of art talent management talent is the first step is a very important step, if it attracted a good argument, it is also handy to use, retention is also convenient. The

introduction of mining to grasp the basic principles of art talent, and clear channels for the introduction of art talent. The introduction of the concept art talent changes, the introduction of art is the most critical attention to human art talent and leading role in the interaction.

(2) The training of art. The training of art can be divided into in-service refresher training to learn, full-time study to upgrade their qualifications and competence. Education through training, so that art teacher, artist and design academy units necessary for the work of designers creative arts, design capacity, high-tech skills.

(3) The use of art talent. For existing graphic design talents to create a set of management, the use of mechanisms to maintain efficient operation of the art human resources to maximize their potential.

2.6 Establish and Improve the Incentive Mechanism

(1) The type of motivation: from a different point of view, incentives can be divided into types of material incentives and the spiritual motivation. The so-called material incentives is from the material to meet the needs of art professionals, to regulate the relationship between material interests and thus stimulate the motivation of art talent and control the upward trend of their behavior. More incentive to honor the spirit (such as the works of award, the honorary title of advanced artists, etc.) and criticism, record merits and dispose of such forms, inspired art talents as an important means, with the activation of large, long duration and so on.

(2) Incentives should pay attention to. First, the correct understanding of the needs of art professionals. Fine Arts managers must understand there are differences between the demand for talent, needs to varying degrees, a person has different needs experience, which through observation, communication and listening to subordinates to understand. Second, incentives must help to promote the desired behavior of the organization. Target industry

organized an art and art professionals have a personal goal, there is often a difference between the two, which rely on incentives to guide the behavior of fine arts talent. Such as the art industry in order to form an atmosphere of artistic innovation, you can set up various incentives to encourage artistic innovation.

(3) The remuneration and performance evaluation system. In a relative sense, the reward is a measure of art talent in the arts is one of Labor values. Compensation is recognized as a symbol of social value, compensation is not only the meaning of pure substances, it also has spiritual significance.

CONCLUSION

Their own human resources to social development and national economic prosperity and cultural progress is important, the number of human resources, quality, determines a country's vitality and level of development, human resources development it is a social engineering, systems engineering. The face of the knowledge economy and the challenges of competition for talent, you must update the concept, with advanced human resource management system to replace the traditional method of personnel management, improve human resources management. Only in this way can the fierce competition for talent be placed in an invincible position.

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