Impact of Intelligent HR Systems on University Governance Structures

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Abstract: With the rapid advancement of information technology, Intelligent Human Resource Systems (Intelligent HR Systems) are increasingly applied in higher education management, becoming vital tools for optimizing university governance structures. This paper theoretically explores the impact of Intelligent HR Systems on university governance, analyzing their role in enhancing governance efficiency, promoting management transparency, and optimizing human resource allocation. The research employs literature review and theoretical analysis, systematically examining domestic and international theories related to Intelligent HR Systems and university governance. It also considers policy directives and societal demands to delve into the application of Intelligent HR Systems in university governance. The study defines the connotations and core functions of Intelligent HR Systems, analyzes the current state and issues in university governance, and explores the theoretical impact of Intelligent HR Systems on improving internal governance, management efficiency, and educational equity. Drawing on recent national policy directions, the paper proposes application paths and strategies for Intelligent HR Systems in optimizing university governance structures. The findings indicate that Intelligent HR Systems, through data-driven talent management, automated administrative processes, and intelligent decision support, significantly enhance the efficiency and transparency of university governance. They also promote a more flattened and flexible governance structure, improving universities' adaptability to external changes. The implementation of Intelligent HR Systems supports a human-centered management philosophy, enhancing overall governance capabilities.

However, the study also highlights the need to integrate technology with humanistic values, ensure data privacy and ethical norms, and mitigate potential risks in technology application. This theoretical analysis provides a foundation and practical guidance for universities to optimize governance structures and improve management levels in the new era, offering significant academic and practical value.

Keywords: Intelligent HR Systems; University Governance Structure; Human-centered Approach; Information Technology

1. Introduction

1.1 Research Background

Higher education, as a crucial base for national technological innovation and talent cultivation, directly impacts the comprehensive competitiveness and social influence of universities through its governance structure optimization. With the rapid development of information technology, the application of intelligent human resource systems (hereinafter referred to as "intelligent HR systems") in university management has become increasingly prevalent. Intelligent HR systems integrate advanced technologies such as big data and artificial intelligence, enabling the automation and intelligence of human resource management, thereby enhancing management efficiency and decision-making scientificity. Currently, university governance faces numerous challenges, including complex management hierarchies, inefficient information flow, and irrational talent resource allocation. the introduction of intelligent HR systems provides new solutions to these problems. Meanwhile, international organizations like the G20 frequently emphasize the importance of digital

transformation. As key entities of knowledge innovation, universities urgently need to modernize their governance structures through intelligent HR systems to meet the demands of globalization and informatization.

1.2 Research Objectives and Significance

This study aims to explore the impact of intelligent HR systems on university governance structures, systematically analyzing their specific roles in enhancing governance efficiency, promoting management transparency, and optimizing human resource allocation. It also proposes application strategies for intelligent HR systems in optimizing university governance structures, in line with the spirit of the Two Sessions and current social hotspots. Through theoretical analysis, this study seeks to reveal the potential and challenges of intelligent HR systems in university management, providing theoretical support and practical guidance for the modernization of university governance. the research results not only have academic value, enriching higher education management theories, but also possess practical significance, offering feasible solutions for universities in their intelligent transformation process, thereby enhancing their competitiveness in the global higher education system.

1.3 Review of Domestic and International Research Status

Internationally, European and American countries have more mature applications and research on intelligent HR systems. Smith et al. (2020) pointed out that intelligent HR systems, through data-driven management methods, promote the transformation of university governance structures towards flattening and efficiency, enhancing the scientificity and rationality of management decisions. Johnson (2019) further emphasized that intelligent HR systems integrate artificial intelligence and big data analysis, improving human resource management efficiency and enhancing management predictability and adaptability. However, Brown (2022) also noted that intelligent HR systems face numerous challenges in data privacy and ethics, requiring strict adherence to privacy protection regulations to ensure the legality and compliance of data usage.

Domestic research focuses more on the specific applications and impacts of intelligent HR systems in university governance. Liu Zhilan (2021) proposed that intelligent HR systems can effectively enhance university governance efficiency and management levels, optimizing management processes. Ding Fengyun (2014) indicated that intelligent HR systems help optimize internal governance structures in universities, improving overall operational efficiency through rational human resource allocation. Tang Wenting et al. (2011) emphasized the importance of a people-oriented management philosophy in intelligent HR systems, achieving precise management of teachers and administrative staff through data-driven talent selection and performance evaluation mechanisms. Additionally, Jiang Pei (2024) explored the specific application paths of intelligent HR systems in university teacher human resource management from a human-oriented management perspective, enriching related theoretical research.

Overall, domestic and international research on the impact of intelligent HR systems on university governance structures has different focuses. International research pays more attention to the profound impacts and technical applications of the systems, while domestic research emphasizes their specific roles in internal governance optimization and human resource management transformation in universities. the two complement each other, providing a rich theoretical foundation and practical insights for this study.

1.4 Research Methods

This study primarily adopts literature review and theoretical analysis methods. By systematically sorting out domestic and international theories related to intelligent HR systems and university governance structures, combined with policy guidance and social needs, it conducts an in-depth analysis of the application of intelligent HR systems in university governance.

2. Theoretical Basis of Intelligent Human Resource Systems

2.1 Concept and Connotation of Intelligent Human Resource Systems

Intelligent human resource systems refer to systems that utilize advanced information technology means, such as big data, artificial

intelligence, and machine learning, to automate and intelligentize various aspects of human resource management. Their core lies in achieving precision, scientificity, and efficiency in human resource management through data collection, analysis, and application. Intelligent HR systems not only cover traditional human resource management functions such as recruitment, training, performance evaluation, and compensation management but also include intelligent data analysis and prediction functions, providing strong support for management decisions. Their connotation extends beyond the technical level to include a shift in management philosophy, transitioning from a traditional people-oriented management model to a modern data-driven and intelligent-supported management model.

2.2 Core Functions and Characteristics of Intelligent HR Systems

Intelligent HR systems possess multiple core functions, mainly including talent recruitment and selection, performance management, training and development, compensation management, and employee relationship management. Additionally, intelligent HR systems feature data analysis and prediction, intelligent decision support, and automated process management.

In talent recruitment and selection, intelligent HR systems can automatically screen candidates that meet job requirements through big data analysis and artificial intelligence algorithms, enhancing recruitment efficiency and accuracy. the performance management function uses data-driven methods to monitor employee performance in real-time, providing objective and fair performance evaluation bases. the training and development module utilizes intelligent recommendation systems to formulate personalized training plans based on employees' career development needs and organizational strategies, improving the targeting and effectiveness of training. the compensation management function optimizes the compensation structure through intelligent algorithms, ensuring fairness and competitiveness in compensation distribution. Employee relationship management uses intelligent tools to maintain employee satisfaction, enhancing their sense of belonging and loyalty.

The characteristics of intelligent HR systems also include high integration and flexibility. the system integrates multiple advanced technologies, enabling information interaction and sharing, breaking traditional management mode's information silos, and improving overall management efficiency. Simultaneously, the system is highly customizable, allowing flexible configuration of various functional modules according to different universities' specific needs, adapting to different management models and business processes.

2.3 Relationship Between Intelligent HR Systems and Modern Information Technology

Intelligent HR systems are inseparable from modern information technology, and their development is closely linked to technological advancements. the application of big data technology enables intelligent HR systems to process and analyze massive human resource data, uncovering potential management patterns and trends. Artificial intelligence technology endows the system with intelligent decision-making capabilities, automatically optimizing talent selection, performance management, and training development processes through machine learning algorithms, enhancing the scientificity and accuracy of management. the introduction of cloud computing technology provides intelligent HR systems with strong computing and storage capabilities, supporting large-scale deployment and flexible expansion of the system.

The proliferation of mobile internet technology allows intelligent HR systems to achieve anytime, anywhere access and operation, improving system convenience and user experience. the application of IoT technology further expands the functional scope of intelligent HR systems, enabling real-time monitoring and feedback on employee behavior and environment, enhancing the comprehensiveness and proactivity of management.

Modern information technology not only provides technical support for the realization of intelligent HR systems' functions but also promotes a transformation in management philosophy. Traditional human resource management relies on manual operations and experience-based judgments. the introduction of information technology makes data-driven

and intelligent analysis possible in the management process, enhancing the scientificity and transparency of management. the application of intelligent HR systems encourages university management to gradually shift to a decision-making model based on data and technical support, improving the scientificity and effectiveness of governance structures.

In summary, the theoretical foundation of intelligent HR systems is built on the extensive application of modern information technology. Their core functions and characteristics are reflected in data-driven, intelligent decision-making, and high integration, providing solid technical support and theoretical assurance for optimizing university governance structures.

3. Theoretical Analysis of University Governance Structure

3.1 Basic Concepts of University Governance Structure

The university governance structure refers to the overall arrangement of internal management bodies and their interrelationships within a university, including the functional division of various management levels, decision-making mechanisms, and management processes. the fundamental goal of the governance structure is to achieve efficient, transparent, and fair management to ensure that universities fulfill their missions in education, research, and social service. the core of the governance structure lies in the rational distribution and efficient operation of decision-making power, executive power, and supervisory power. There should be clear definitions and smooth collaboration mechanisms among various management elements.

The governance structure encompasses the setup and functional division of the president's office, faculties, and administrative departments, as well as the roles and functions of different governance bodies such as academic committees, faculty congresses, and labor unions. A scientifically sound governance structure should enhance educational quality, promote academic prosperity, and be flexible enough to adapt to changes in the external environment.

3.2 Current Status and Problems of

University Governance Structure

Currently, several issues exist in the practical operation of university governance structures. One major problem is the complexity of governance levels and the inefficiency of information flow. Many universities have multiple management levels, requiring information to pass through several stages, which not only delays decision-making but also may lead to information distortion. Additionally, some universities have overly centralized governance models, where decision-making power is concentrated in the hands of a few administrators, resulting in low participation from ordinary faculty and students and a lack of broad democratic involvement.

Another significant issue is the lack of transparency and effective supervisory mechanisms. In many universities, financial management, research funding allocation, and admissions processes are not sufficiently transparent, leading to potential corruption and unfair practices. Inadequate supervisory mechanisms allow some administrative departments and managers to evade internal and external oversight, increasing the arbitrariness and risk of management.

Unreasonable human resource allocation in universities manifests in unclear functional divisions and overlapping responsibilities among faculty and staff, as well as a lack of effective incentive mechanisms for some positions. This results in insufficient motivation and creativity among teachers and administrative staff. In practice, problems such as talent loss, redundancy, and unfair salary distribution are prominent, severely affecting the overall operational efficiency of universities.

3.3 Theoretical Pathways for Optimizing University Governance Structure

To address the aforementioned issues, the pathways for optimizing university governance structures focus on several key areas. Promoting the flattening of governance structures by reducing management levels and optimizing information flow channels can enhance decision-making speed and accuracy. A flattened governance structure can effectively shorten information transmission paths, improve coordination efficiency among management entities, and reduce management

costs.

Strengthening democratic participation and supervisory mechanisms is crucial. By enhancing the functions of governance bodies such as academic committees and faculty congresses, these bodies can have actual participation rights and voices in major decisions, increasing transparency and fairness in governance. Improving systems for financial transparency, fair evaluation, and research integrity can strengthen oversight and constraints on managers at all levels, ensuring that the governance process is open, transparent, and reasonable.

Enhancing the scientific and rational allocation of human resources is also an important pathway for optimizing university governance structures. Advanced technologies like intelligent HR systems can achieve dynamic management and precise allocation of human resources, distributing resources based on job requirements and personnel capabilities, optimizing staffing, and improving the efficiency of human resource utilization. Establishing comprehensive performance evaluation and incentive mechanisms can stimulate the enthusiasm and creativity of faculty and staff, promoting the achievement of overall development goals for the university. Optimizing university governance structures requires improving governance efficiency, strengthening democratic participation and supervision, and optimizing human resource allocation to ensure an open, transparent, and fair governance process, effectively enhancing management effectiveness and achieving modernization of university governance.

4. Impact of Intelligent Human Resource Systems on University Governance Structure

4.1 Enhancing Governance Efficiency

Intelligent HR systems, through advanced technologies such as big data and artificial intelligence, automate and intelligentize human resource management, significantly enhancing university governance efficiency. In the talent selection process, intelligent HR systems use data analysis and machine learning algorithms to automatically screen candidates that meet job requirements, reducing the time and cost of manual screening and improving recruitment efficiency.

In performance management, intelligent HR systems can monitor employees' work performance and performance data in real-time, providing objective and fair performance evaluation bases through intelligent data analysis. Managers can quickly and accurately understand the work status of various departments and individuals, making timely adjustments and decisions to improve the targeting and effectiveness of management.

For training and development, intelligent HR systems use intelligent recommendation systems to formulate personalized training plans based on employees' career development needs and the university's development strategy, enhancing the targeting and effectiveness of training and helping employees quickly improve their professional abilities and overall quality. Additionally, intelligent HR systems can automatically manage training records and performance evaluations, reducing the workload of human resource management personnel and improving the efficiency and accuracy of training management.

By automating and intelligentizing management processes, intelligent HR systems can significantly enhance the efficiency of university governance, making management processes more efficient, precise, and standardized, contributing to the modernization and scientificity of university governance structures.

4.2 Promoting Management Transparency

The advantages of intelligent HR systems in data collection and processing can effectively promote transparency in university management. Through intelligent HR systems, various human resource information, including recruitment information, employee performance, and salary data, can be efficiently recorded and processed, forming a transparent and open information system. Such an information system can break down information silos, achieve real-time information sharing, and help supervise and prevent corruption risks.

In areas such as financial management and research funding allocation, universities often face doubts and dissatisfaction due to closed information. Intelligent HR systems can present this information in a data-driven and visualized manner, making various

management decisions transparent and visible, increasing the trust of faculty and students in management work, and promoting openness and fairness in management.

Intelligent HR systems can also enhance the effectiveness of internal supervisory mechanisms. the various human resource data recorded in the system can provide detailed data support for audit and supervisory departments, facilitating the identification and correction of non-compliant operations and dishonest behaviors in management. Furthermore, enhancing management transparency while strengthening the construction of an integrity culture within universities creates a healthy and clear management ecology.

Intelligent HR systems not only promote the development of university governance structures towards openness and transparency but also enhance management efficiency through achieving information transparency, providing strong support for optimizing university governance structures.

4.3 Optimizing Human Resource Allocation

Intelligent HR systems play a crucial role in optimizing human resource allocation in universities. Through data-driven management methods, intelligent HR systems can achieve dynamic management and precise allocation of human resources, making the allocation more scientific and rational.

In the recruitment process, intelligent HR systems use data analysis and intelligent recommendations to help universities quickly find candidates that meet job requirements, improving recruitment efficiency and quality. This not only reduces the time and cost of talent acquisition for universities but also increases the accuracy of talent matching, ensuring that recruited talents can quickly integrate into work and create value.

In daily management, intelligent HR systems monitor employees' work status and performance in real-time, helping managers understand the work capabilities and workload of various departments and individuals. Based on this data, managers can timely adjust human resource allocation, reasonably distribute work tasks, avoid waste and redundancy of human resources, and improve the efficiency of human resource utilization.

In training and development, intelligent HR systems can formulate personalized training plans based on employees' needs and the university's development plan, enhancing the targeting and effectiveness of training. This not only helps employees' career development but also promotes the overall improvement of human resource quality in universities, laying a solid foundation for the long-term development of universities.

In the process of optimizing human resource allocation, intelligent HR systems use intelligent management methods to make human resource utilization more efficient and scientific, enhancing the overall management level of universities.

4.4 Realizing a People-Oriented Management Philosophy

The application of intelligent HR systems promotes the realization of a people-oriented management philosophy in universities. Through intelligent management methods, these systems can better focus on and meet the personalized needs of employees, creating a humanized management environment.

In performance management, intelligent HR systems use data-driven methods and intelligent performance evaluations to provide fairer and more objective performance assessments. This not only increases employees' trust in performance evaluations but also stimulates their work enthusiasm and creativity, making employees feel the fairness and respect of management.

In employee development and training, intelligent HR systems can formulate personalized training plans based on individual needs, helping employees quickly improve their professional abilities and overall quality, meeting their career development needs. This personalized and refined management approach not only increases employees' job satisfaction and sense of belonging but also enhances their recognition and loyalty to the university, contributing to the formation of a good talent ecosystem and cultural atmosphere in universities.

In employee care and welfare management, intelligent HR systems can use intelligent data analysis to timely understand employees' work status and psychological needs, providing targeted support and help, creating a healthy and positive work environment. Through intelligent welfare management, resources can

be reasonably allocated, improving the fairness and transparency of welfare distribution, increasing employees' happiness and work motivation. Realizing a people-oriented management philosophy not only enhances the level of human resource management in universities but also promotes internal harmony and stability, providing strong support for the sustainable development of universities.

5. Application Strategies for Intelligent HR Systems

5.1 Two Sessions' Spirit and University Governance

The National People's Congress and Chinese People's Political Consultative Conference, held annually, significantly influence various national development fields. the spirit of these sessions emphasizes human-centered development, technological innovation, and modernized governance. These principles are applicable to university governance, as universities should actively adopt the spirit to modernize their governance structures and enhance management and education quality.

The human-centered approach emphasizes valuing and addressing individual needs, which in university governance translates to prioritizing the rights and development of faculty, staff, and students. Technological innovation necessitates the continuous exploration and application of new technologies in teaching, research, and management to improve efficiency and quality. the goal of modernized governance requires universities to establish scientific, reasonable, and efficient governance structures to enhance internal management and ensure decision-making is both scientific and transparent.

5.2 Alignment of Intelligent HR Systems with Two Sessions' Spirit

Intelligent HR Systems integrate advanced technologies such as big data and artificial intelligence, aligning with the technological innovation emphasized in the Two Sessions' spirit. These systems automate and intelligentize human resource management through data-driven approaches, enhancing management efficiency and decision-making, thereby advancing the modernization of university governance.

The human-centered philosophy of the Two Sessions' spirit is reflected in the design of Intelligent HR Systems. By leveraging personalized data analysis, these systems accurately capture individual employee needs and development goals, enabling customized career development plans and training programs. This personalized management approach not only boosts employee satisfaction and belonging but also strengthens the university's cohesion and competitiveness.

The goal of modernized governance entails universities establishing transparent, fair, and efficient management systems. Intelligent HR Systems achieve this through data sharing and real-time monitoring, ensuring transparent management and fair decision-making. Additionally, the system's intelligent supervision capabilities can promptly identify and correct non-compliant practices, enhancing internal oversight and governance transparency.

5.3 Application Paths for Intelligent HR Systems in University Governance

To ensure the successful implementation and application of Intelligent HR Systems in university governance, the following strategies should be considered:

Data Collection and Analysis: Effective operation of Intelligent HR Systems requires extensive, accurate data. Establishing comprehensive data collection mechanisms ensures timely updates and accurate entries of all HR information. Data can be collected via various methods, such as self-entry by employees and automatic collection by smart devices. Scientific analysis of this data then extracts valuable information to support management decisions.

Personalized Management Plans: Based on data analysis results, Intelligent HR Systems can create personalized management plans for each employee, including career development and training programs. These plans capitalize on each employee's strengths and improve job satisfaction and performance. During formulation, employee opinions and suggestions should be considered to ensure the plans' scientific validity and feasibility.

Transparent Management and Supervision: To ensure transparent and fair governance, Intelligent HR Systems should establish information disclosure mechanisms, making HR data such as recruitment, training, and

performance evaluations publicly accessible, subject to the university community's oversight. Moreover, the system should have intelligent supervision functions to monitor management processes in real-time, promptly identifying and rectifying non-compliant actions to ensure governance compliance and fairness.

Enhancing Employee Participation: Intelligent HR Systems should enhance employee participation by providing convenient communication channels and engagement platforms. Through online surveys and feedback mechanisms, the system can collect employees' opinions and suggestions in real-time, increasing their sense of participation and responsibility in management.

Technical Support and Training: To ensure the smooth implementation of Intelligent HR Systems, ample technical support is essential, including hardware provisioning and network optimization. Additionally, systematic training for management and staff is necessary to familiarize them with using the system and its functionalities, improving application effectiveness and management efficiency.

By following these paths, Intelligent HR Systems can be effectively applied in university governance, promoting modernization and achieving the goals of human-centered, technologically innovative, and modernized governance advocated by the Two Sessions' spirit.

6. Challenges and Countermeasures in Implementing Intelligent HR Systems

6.1 Integrating Technology and Humanity

As a high-tech application, the core of Intelligent HR Systems lies in technological innovation. However, ensuring the integration of technology with human care during application is a significant challenge. Although data analysis enables precise management, it is crucial to maintain a humanized and personalized management approach to avoid mechanical and formalized management.

Therefore, system design and implementation should consider employees' emotional needs and psychological expectations, establishing a human-centered management model. Intelligent HR Systems can enhance employee care and support through personalized data analysis and management plans, boosting their sense of belonging and satisfaction.

Additionally, regular employee care activities and psychological counseling can improve their mental health and job happiness.

6.2 Data Privacy and Ethical Norms

Data privacy protection is a severe challenge given the substantial personal information and privacy involved in data collection and processing by Intelligent HR Systems. Ensuring data accuracy while protecting employee privacy and data security is imperative.

To address this challenge, universities must establish robust data privacy protection mechanisms and ethical standards. Compliance with national and local data privacy laws and regulations is essential, ensuring the legality and compliance of data collection, storage, and processing. Advanced technical measures like encrypted storage and access control should safeguard data security and confidentiality. Additionally, clear data usage rules and procedures should be established to ensure the lawful use and compliant sharing of data.

6.3 Risk Management in System Implementation

The implementation of Intelligent HR Systems is complex, involving multiple stages and departments, necessitating effective risk management mechanisms. Potential risks include technical risks (system compatibility, stability, security), management risks (application norms, fairness), and operational risks (system use and maintenance).

To mitigate these risks, detailed risk assessments and contingency plans should be developed before implementation. Technically, choosing mature and reliable technology solutions and products ensures system compatibility and stability. Management-wise, clear procedures and norms ensure fair and standardized application. Operationally, system maintenance and optimization should be strengthened to ensure normal operation and efficient management.

Through effective risk management, Intelligent HR Systems can realize their potential in university governance, driving optimization and modernization of governance structures.

7. Conclusion

This study systematically examines the application and impact of Intelligent HR

Systems on university governance structures, concluding that these systems significantly enhance governance efficiency through data-driven and intelligent management. They automate and scientificize HR management, promote transparency and fairness, and improve HR allocation and employee satisfaction. the application of Intelligent HR Systems embodies a human-centered management philosophy, advancing the modernization of university governance structures.

The application aligns with the Two Sessions' spirit of technological innovation, human-centered development, and modernized governance. By establishing comprehensive data collection and analysis mechanisms, formulating personalized management plans, achieving transparent management and supervision, enhancing employee participation, and ensuring technical support, Intelligent HR Systems provide strong support for optimizing governance structures.

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