

Exploration of the Application Methods of Political Theory in Human Resource Management of Non-profit Organizations

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Abstract: As the higher education enters a fast-developing period in China, non-profit organizations in universities play an important role in promoting educational innovation, social services, and cultural heritage. In recent years, our country carried out a series of policies, such as the “Several Opinions on Deepening the Reform of Streamlining Administration, Delegating Power, Streamlining Regulation, and Optimizing Services in the Field of Higher Education” and the “Opinions on Strengthening and Improving Ideological and Political Work in Universities under the New Situation” to provide policy support and direction guidance for the development of non-profit organizations in universities. However, non-profit organizations in universities are confronted with a lot of challenges in human resource management, such as talent loss and imperfect incentive mechanisms. Therefore, this article aims to explore the application methods of political theory in human resource management of non-profit organizations in universities. By analyzing the theories of power distribution, interest coordination, and decision-making mechanisms in political science, strategies for optimizing human resource management are put forward to enhance organizational efficiency and sustainable development capabilities.

Keywords: political theory; non-profit organizations; human resource management; power distribution; consultative democracy

1. Introduction

As an essential component of social organizations, human resource management is of vital importance in non-profit organizations. In addition, effective management can not only improve the operational efficiency of an organization, but also promote its social influence and service capabilities. Political theories, especially those related to power, interests, and decision-making, provide new perspectives and methods for human resource management in non-profit organizations. By applying these theories, it becomes possible to better understand and address issues such as internal power distribution, conflicts of interest, and inefficient decision-making efficiency within organizations. This helps to improve the internal coordination and external competitiveness of the organization. Meanwhile this also lays a solid foundation for the long-term development of non-profit organizations. Thus, it is of great theoretical and practical importance to explore the application of political science theory in human resource management in non-profit organizations.

2. The Application Value of political theory in Human Resource Management of Non-profit Organizations

2.1 Improve the efficiency of human resource allocation

Political theory can effectively improve the efficiency of human resource allocation in non-profit organizations. Managers are able to identify and understand the needs and expectations of different interest groups by applying political power and stakeholder theory. Then this understanding helps to optimize the division and allocation of human resources, enabling departments to effectively collaborate within specific interest frameworks. Thereby this improves overall work efficiency.

2.2 Enhance collaboration and communication in the organization

Political science theories place particular emphasis on power relations and interest games. Meanwhile these theories can enhance collaboration and communication within organizations in the context of human resource management in non-profit organizations. Managers can promote information sharing and resource integration between different departments by establishing a communication mechanism based on fairness and equality. This collaboration not only enhances organizational transparency, but also effectively reduces internal conflicts and misunderstandings, and strengthens team cohesion. Thus the management model based on democratic decision-making can motivate employees' enthusiasm, enhance their work

engagement and innovation ability.

3. Problems in Human Resource Management of Non-profit Organizations

3.1 Unreasonable human resource structure

The unreasonable human resource structure is more prominent in non-profit organizations. It is well known that non-profit organizations are often student-oriented due to the special nature of colleges and universities. Yet many non-profit organizations' human resource management fails to effectively distinguish the needs of different functions and roles, resulting in uneven personnel allocation. For example, some organizations are overstaffed and have redundant management levels, while there is often a lack of expertise in some core positions, such as finance and event planning. In addition, some non-profit organizations rely too much on volunteers and leave out the introduction of professionals. This results in low operational efficiency of the organization. At length, The staffing of non-profit organizations not only fails to support their development needs, but may even place restrictions on their long-term growth in the long run.

3.2 The incentive mechanism is not perfect

The imperfect incentive mechanism is another major challenge in the management of non-profit organizations. Due to limited funding and resources, most non-profit organizations have not been able to establish effective incentive mechanisms. Particularly, the incentive for student volunteers often remains focused on material and honorary incentives, thus lacking long-term motivation and spiritual support. This incentive method not only fails to motivate members, but also easily leads to volunteers leaving quickly or lacking sustained work motivation after completing tasks.

4. The Application of political theory in Human Resource Management of Non-profit Organizations

4.1 Apply the theory of power distribution to optimize the structure of human resources

The application of power distribution theory can help to optimize human resource structure and ensure reasonable distribution of power within the organization in non-profit organizations, thus improving the overall operational efficiency. Non-profit organizations in universities and colleges usually consist of student clubs, academic research institutions, volunteer service groups, etc., which have a complex membership of students, faculty, and staff, as well as outside volunteers. The theory of power distribution places an emphasis on the decentralization and balance of power. Thus this can avoid decision-making errors and resource waste caused by excessive concentration of power[1]. First of all, a reasonable distribution of power is realized through a clear division of responsibilities. For instance, positions such as chairman, vice chairman, and department heads are established in student clubs and each position has clear responsibilities and authorities. The chairman is responsible for overall planning and decision-making, the vice chairman assists the chairman in his work and is in charge of specific areas, while the heads of each department carry out specific tasks. This hierarchical management model can effectively avoid excessive concentration of power and ensure that each member can play their maximum role within their scope of responsibilities [2]. Secondly, the establishment of power check and balance mechanism can help to optimize the structure of human resources. For example, in academic research institutions, academic committees and administrative committees can be set up to be responsible for academic affairs and administrative affairs respectively. The academic committee is composed of senior professors and researchers, responsible for reviewing and making decisions on academic projects. The administrative committee is composed of management personnel and is responsible for daily operations and resource allocation[3]. The two committees are independent of each other and subject to each other's constraints to ensure that both academic and administrative affairs are managed effectively.

4.2 Draw on public choice theory to improve incentive mechanisms

Public choice theory emphasizes the rational behavior of individuals in collective decision-making. It is held that individuals will take their own interests into consideration when making choices. In non-profit organizations, drawing on public choice theory can improve incentive mechanisms and increase member motivation and participation[4]. On the one hand, different needs of members can be satisfied by combining material and spiritual incentives. For example, in student clubs, material incentives such as scholarships and honorary titles can be established, while spiritual incentives can be provided through commendation conferences, public praise, and other means. Material incentives can meet the economic needs of members, while spiritual incentives can satisfy their sense of honor and achievement[5]. The combination of the two can effectively improve the enthusiasm of members. On the other hand, it is necessary to set up a transparent incentive

mechanism[6]. Members of non-profit organizations in universities and colleges usually have high demands for fairness.

5. Conclusion

The application of political theory in human resource management of non-profit organizations has important theoretical and practical value. By introducing political science theories such as power distribution, interest coordination, and decision-making mechanisms, many problems in human resource management of non-profit organizations can be effectively solved, such as talent loss and imperfect incentive mechanisms. The optimization strategy proposed in this article not only helps to enhance the internal coordination and external competitiveness of organizations, but also provides strong support for the long-term development of non-profit organizations. In the future, with the continuous development and improvement of political theory, the application of political theory in human resource management of non-profit organizations will be more extensive and in-depth. Therefore, it can inject new vitality into the efficient operation and sustainable development of organizations.

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