Enterprise Human Resource Management Reform and Exploration in the Era of Big Data

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Abstract：After the introduction of big data technology, a series of changes have taken place in enterprise human resource management. From work efficiency to work quality, enterprise human resource management department has achieved many breakthroughs. This paper mainly focuses on the two aspects of "the problems existing in the traditional human resource management of enterprises" and "the path of enterprise human resource management reform in the era of big data". It focuses on the combination of big data technology to explore the path of modern enterprise human resource management, hoping to give some reference to the relevant staff, help them improve their understanding and correctly define the enterprise human resource management. The function of resource management department should be strengthened to give full play to its greater role and value.

Keywords：Big Data; Human Resources; Problem Analysis; Management Change

In the traditional enterprise human resource management, most of the staff's work nature is relatively "passive", mainly dealing with some trivial daily affairs. After the introduction of big data technology, the work efficiency of enterprise human resource management department has been significantly improved, and the working methods have been constantly innovated. The staff have begun to shift from "passive" to "active", and have more time to improve the details and quality of work. This is a great progress for the enterprise, and also a kind of growth for the staff themselves.

1．Problems in traditional human resource management of enterprises

1．1 Low work efficiency

In the traditional human resource management of enterprises, most of the work depends on "manual", so it is difficult to improve the work efficiency. Specifically speaking, first of all, the human resource management department of an enterprise needs to properly deal with "personnel problems", such as personnel recruitment, personnel training, personnel attendance, personnel incentive, etc., with the continuous growth of the enterprise scale, the number of personnel is increasing, and the workload of the human resource management department is also increasing. At this time, if the number of personnel in human resource management department is insufficient, the work efficiency will be relatively low, and it is difficult to do a good job in personnel management; secondly, dealing with all kinds of trivial and unexpected affairs is also the main work content of enterprise human resource management department. Some staff have limited ability and lack of experience, so it is difficult to deal with emergencies at the first time, which will also lead to low work efficiency. How to solve the problem of "efficiency" [1] is the focus of human resource management department in modern enterprises.

1．2 It is difficult to guarantee the accuracy of work

At present, the accuracy of human resource management department is poor, and there are often unnecessary mistakes. Specifically, firstly, the human resource management departments of enterprises often have to deal with proofreading and statistics. If the staff are not careful, there will be data errors and information errors, which will affect the overall progress of the enterprise, and

even cause economic losses to the enterprise. This is the typical performance of the poor accuracy of enterprise human resource management department. Secondly, enterprise human resource management department is often a "link", connecting the work of various departments of the enterprise. If the human resource management department of an enterprise makes mistakes in the handover, for example, the handover is not timely, the handover content is incorrect, and the handover person is not specific, it will affect the normal work of each department of the enterprise. Moreover, some serious handover mistakes may involve the core interests of a certain department, which is easy to cause disharmony between departments. From this point of view, strengthening the accuracy [2] of human resource management department can unite all departments of the enterprise and promote the harmonious development of the enterprise.

1.3 Staff lack initiative

Staff's initiative will be affected by many factors. In the traditional mode of human resource work, the main manifestations of staff's lack of initiative are as follows: firstly, some human resource managers are used to "waiting for work", as long as the superior leaders do not assign tasks, and other departments do not arrange work, the staff will be very confused and do not know the specific direction and goal of work. In this case, it is difficult for the staff to show a positive and active working state. Over time, the staff will go slow. This is a common phenomenon in human resource management departments of department enterprises. Secondly, some human resource managers are used to "copy work". How to understand replication? To put it simply, it means that you can do what others do. You can completely copy other people's work contents and methods without your own opinions. This kind of staff is more suitable to do executors, do not have the professional quality of managers. In terms of the overall construction of human resource management departments, enterprises need to take positive intervention measures to fully mobilize the initiative of each staff member, so that they can be both executors[3] and managers.

2. The path of enterprise human resource management reform in the era of big data

2.1 Improving work efficiency

With the help of big data, the work efficiency of enterprise human resource management departments has been significantly improved. Specifically, first of all, when human resource management departments deal with personnel problems, they can manage personnel online through big data aggregation technology. Take "personnel attendance" as an example, human resource management department can develop "enterprise attendance system", staff can punch in online, and ask for leave online and report work online. In this way, in the monthly attendance summary, the staff only need to open the enterprise attendance system, they can "one click to get" the required content, and carry out attendance statistics efficiently. Secondly, in the face of trivial and unexpected affairs, the enterprise human resource management department needs to find the responsible department and person in the first time. Big data has a powerful tracking function [4], which can find the source of problems according to the traces of work, quickly determine the relevant responsible departments and responsible persons, and improve the emergency response ability of enterprise human resource management departments.

2.2 Ensuring the accuracy of work

How to ensure the accuracy of human resource management department? Firstly, When dealing with proofreading and statistics, the human resource management department of an enterprise can use the statistical function of big data to edit data and information online, and turn on the functions of "correcting typos" and "correcting punctuation marks" of the computer system, so as to avoid mistakes caused by human factors and further ensure the accuracy of proofreading and statistics. Secondly, deal with the problems of various departments when handing over the work, the human resource management department of the enterprise should pay more attention to the accuracy. Taking "enterprise activity handover" as an example, staff can use the overall allocation function of big data to divide the work functions of each department, such as material purchasing department, site contact department, site layout department, activity execution department, activity publicity department, etc., and the human resource management department of the enterprise can convey information and coordinate the work of each department [5]. In this process, big data technology can also generate "electronic task list", so that when each department receives offline notice, it can also receive online task list synchronously, clarify specific work details, and avoid "work disconnection", "work lag" and other problems, so as to ensure the smooth progress of enterprise activities.

2.3 Stimulating staff initiative

First of all, the human resource management department of the enterprise should change the state of "waiting for work". Even if the superior leaders do not assign tasks, even if other departments do not arrange work, the staff can also make clear the direction

and goal of work. For example, the human resource management department of an enterprise can organize "big data technology training meeting", "big data technology experience sharing meeting" and so on to change the working face of the human resource management department and stimulate the work enthusiasm of each staff member through learning. Especially those staff with innovative ideas can express themselves freely in the sharing meeting; secondly, we should abandon the work concept of blindly copying, and the human resource management department of the enterprise should emphasize "personality" and "innovation". Supported by big data technology, enterprises can build "big data online studio", record the work content of staff, and track the work performance of staff, so that those staff who are "willing to contribute", "diligent" and "bold innovation" can get due recognition, and are willing to work hard towards the direction of managers, strive and demand themselves with high standards[6]。

3. Conclusion

In the era of big data, with the change of work mode, some human resource management workers often feel very anxious, worried about being replaced by technical means and losing job opportunities. In fact, big data technology can indeed optimize the personnel structure and eliminate some jobs. But big data technology also has its own limitations. Instead of worrying, human resource management workers should bravely face the era of big data, actively learn big data knowledge and technology, and comprehensively understand the advantages and disadvantages of big data, to play their irreplaceable advantages.

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