

Enterprise Human Resource Management Innovation

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Abstract: With the continuous development of China's social economy, the human resource management of enterprises has become an important department of enterprise development. The human resource management of enterprises can promote the stable development of enterprises, so it plays an important role in the development of enterprises. All enterprises and units should pay attention to strengthening the human management of resources. For the problems in the human resource management work, should be timely improvement, and continuous innovation of human resource management, including human resource management content, system and management system and concept, to comprehensively improve the quality of enterprise human resource management, and lay a good foundation for the stable development of the enterprise. Based on this, this paper analyzes the significance of human resource management innovation, and expounds the innovation strategy of enterprise human resource management.

Keywords: Enterprise; Human resource management; Innovation

Introduction

Now, our country is a comprehensive development, many enterprises have begun to pay attention to the positive role of human resource management, because in the enterprise development talent competition is an important factor, through human resource management, can introduce a lot of talents for enterprises, and promote the development of the enterprise, improve the competitiveness of the enterprise. Therefore, enterprises should pay attention to improving the level of human resource management in the development, constantly improve the current problems in human resource management, make human resource management adapt to the development of society and The Times, make enterprises have strong strength in the fierce market competition, and comprehensively promote the rapid development of enterprises.

1. The important significance of enterprise human resource management innovation.

First of all, it is conducive to promoting the effective management of enterprises. China's economy is developing rapidly, and different enterprises are constantly engaged in strong competition. Human resource management in enterprises is an important content. Innovation of human resource management is to improve the operation and management system of enterprises. The good development of an enterprise needs the full support of its internal employees, which can quickly promote the development of an enterprise in a positive direction. Therefore, innovative human resource management can effectively retain excellent talents and attract more enterprise elites. Second, it can also help enterprises to improve their competitiveness. Because in the development of modern enterprises, the competition of enterprises is mainly the competition of talents, only the continuous innovation of human resource management, the introduction of more excellent talents, to achieve the sustainable development of enterprises. If an enterprise has scientific human resource management, it can fully arouse the enthusiasm of employees and actively carry out their own work, so that employees can constantly show their ability, bring a lot of economic benefits to the enterprise, and comprehensively improve the effective competitiveness between enterprises.

2. Enterprise human resource management innovation strategy

2.1 Implement employee post management.

In order to improve their competitiveness, enterprises must pay attention to the post management of employees, and then to promote the development of the enterprise. For the development of enterprises in our country, many enterprises in our country are research technology products, so need a large number of innovative talents in these enterprises, the companies are difficult, the dilemma seriously hindered the development of the enterprise, so the enterprise should strengthen the management of employees, make employees in the change of the social environment also keep pace with The Times, quickly adapt to the social development speed and development direction, and improve the quality and speed of work, this can effectively promote the development of the enterprise. At the same time, the employees of the enterprise should pay attention to the timeliness of information communication in the daily work process, and timely keep communication with their superiors and subordinates, so as to improve the work efficiency of the employees, which is the requirement of the enterprise development, but also the trend of social development.

2.2 Create a good working environment.

Enterprises must be aware of the importance of talents, because if there are a large number of talents in enterprises, they can effectively promote the overall development of enterprises. With the progress of The Times, enterprises should also pay attention to the adjustment and change of the working environment in their development. The original working environment and equipment may no longer adapt to the modern development trend, and can not meet the work needs of employees, which will greatly reduce the enthusiasm of employees, and then reduce the work efficiency and quality of employees, and seriously restrict the development of the

enterprise. So in the management of human resources, should pay attention to create a good working environment for employees, the first is to provide employees with better working environment and conditions, only in a comfortable working environment, can make employees more actively into work, and play their advantages, improve work efficiency, the long-term development of the enterprise has a big help. Secondly, in the human resource management, we should pay attention to the reasonable arrangement of employee positions, scientific arrangement of workload, let employees consciously abide by the work rules, give full play to their subjective initiative in the work, so that employees can give full play to the maximum value, and then improve the work efficiency and quality of employees.

2.3 Formulate an incentive mechanism.

In human resource management, the reasonable formulation of reward mechanism can improve the enthusiasm of employees, but also improve the comprehensive quality and work efficiency of employees. Because each enterprise contains a lot of departments, and each department has a different number of employees. In the development of the enterprise, we should constantly train and select the employees with excellent performance in their own work positions, which requires the enterprise to formulate some corresponding incentive mechanism, fair and just selection. In the development of the enterprise, every employee plays a corresponding role. Therefore, enterprises should also treat employees fairly and pay attention to the position and value of each employee. For employees different work content and jobs, as well as the importance of enterprise development, enterprise can develop reasonable incentive mechanism, make good employees in the work, and enhance employees sense of honor and responsibility, make employees can more actively into work, and play a leading role, to create more value and interests for the enterprise. At the same time, a reasonable incentive mechanism can also retain excellent talents, so that employees have a sense of belonging to the enterprise. They understand that their efforts are effective and can get corresponding rewards and recognized by the enterprise, which is also an effective way for enterprises to retain talents.

2.4 Enhanced staff training and education

In the innovation of human resource management of enterprises, it is essential to improve the comprehensive quality and work level of enterprise employees. In the innovative management of human resources, enterprises not only need to improve various systems and concepts, but also pay attention to the education and training of employees. In many enterprises, there is no professional training and education combined with the positions of employees, so that most of the employees' professional work level is not high, which will lead to employees are prone to mistakes in the work, or low work efficiency and other problems. Therefore, enterprises should carry out the corresponding professional training according to the different work positions of employees, so as to improve the professional level of employees. At the same time, the training should also pay attention to the training of employee professional quality and moral spirit, so as to improve the comprehensive quality of employees, and then improve the overall work quality and efficiency of employees, so that employees can have a positive and good working atmosphere in the work, and then promote the development of the enterprise. Conclusion: The human resource management of enterprises is of great significance for enterprises, which can effectively promote the development of enterprises and improve the competitiveness of enterprises. Therefore, enterprises should continue to innovate human resource management, attract more talents, and give full play to the enthusiasm of employees, and take incentive measures to retain talents, improve the professional work level and ability of employees, and then realize the sustainable development of the enterprise.

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