An Exploration of Changes in Enterprise Human Resource Management Based on Big Data Era

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Abstract: Talent is an important pillar of the development and growth of enterprises, in recent years, the rapid development of the national economy in the various industries to bring opportunities for development at the same time, but also make enterprises realize the important role of human resources management. Human resource management is the top priority in the management of enterprises, and its management level affects the rationality of enterprise resource allocation, which is related to the development of enterprise management. High-quality human resource management can effectively enhance the comprehensive competitive strength of enterprises and promote the sustainable and healthy development of enterprises. At this stage, how to innovate and change the human resource management work of enterprises in the era of big data has gradually become the focus of attention in the process of enterprise development. Based on this, this paper will mainly study the positive significance of enterprise human resource management change based on the era of big data, and explore the change path of enterprise human resource management based on the era of big data.

Key words: big data era; enterprise; human resource management; path of change

Introduction: Now the market economy continues to develop, various industries in ushering in a new round of development opportunities at the same time also face a more intense competitive situation. Talent is the core competitive force of the enterprise, human resource management can effectively stimulate the enthusiasm of the talents in various positions, so that they can actively participate in the production and development of the enterprise with full enthusiasm, and then enhance the enterprise's own comprehensive competitive strength. To this end, enterprises need to continuously increase human resources management efforts, in the era of big data, with the help of new technology means innovative changes in human resources management means and management mode, to achieve effective management of human resources, in order to promote the optimal allocation of enterprise resources, and then boost the enterprise to achieve long-term development of this goal.

1. Based on the positive significance of enterprise human resource management change in the era of big data

Enterprise human resource management work includes human professional level, skills and many other production factors that can produce value, enterprise human resource management work is based on the actual situation of the development of enterprises, in order to fully and reasonably allocate human resources, so that the allocation of resources to achieve the optimal configuration in order to produce the best results to promote the development of enterprises[1] . In the era of big data, enterprises in the continuous development at the same time, should be human resource management work is also innovative and perfect, and constantly introduce new management concepts of enterprise human resources system for comprehensive integrated management. Human resource management is an important means to stimulate the enthusiasm of enterprise employees, improve the level of professional skills and professional ability of employees, and has positive significance for the sustainable and healthy development of the enterprise economy. First of all, in the era of big data to enterprise human resource management work can further optimize the allocation of resources. Human resource management work can make the internal work of the enterprise talent team resource allocation is more reasonable, the degree of cooperation between the staff is higher, so that employees can carry out related work more smoothly and efficiently, and then enhance the efficiency of the enterprise staff. Secondly, the enterprise innovation human resource management work can effectively enhance the comprehensive ability of employees. Innovative enterprise human resource management can further tap the potential of employees, so that employees in the work process can continue to realize their own value, their comprehensive ability to have a significant increase, and then effectively promote the sustainable and healthy development of the enterprise economy. Finally, it is conducive to enhancing the enterprise's own comprehensive competitive strength. In the era of big data on the enterprise human resource management work innovation, to a great extent can fully stimulate the enthusiasm of the staff, enhance the cohesion between employees, so that they can get the right attitude to actively participate in the work of the post. Employees can form a synergy, and work together towards the goal of long-term development of the enterprise, and then effectively enhance the comprehensive competitive strength of the enterprise.

2.Based on the change path of enterprise human resource management in the era of big data

2.1 Innovative human resources management tools and models

Nowadays, with the continuous development and progress of China's society, the quality of enterprise employees has also improved significantly, in this context, enterprises should carry out human resource management work to implement the principle of "people-oriented", from the actual needs of the employees, and constantly innovate human resource management means and modes[2] . In the era of big data, the traditional human resource management means and modes are not applicable to the current situation of enterprise operation and development,

can not better meet the actual needs of enterprise development, therefore, enterprises in carrying out human resource management work, on the one hand, should be based on the actual needs of the enterprise staff, in full respect for the subjectivity of the staff while strengthening the communication and exchange with the staff. Enterprises can take advantage of Internet technology in the new platform for the creation of enterprise human resources management public number, enterprise employees can use the public number to send messages, pictures and other ways to express their views and suggestions, human resources management related staff should be viewed every day to collect the views and suggestions of the staff, and give timely feedback to the staff, which effectively strengthen the frequency of exchanges and communication with the staff. At the same time, human resource management leadership level should also be based on the staff's opinions and suggestions on human resource management work innovation and improvement, so that the staff subjectivity to be fully respected, the staff can also actively participate in the work of human resource management, and effectively enhance the quality of human resource management work. On the other hand, enterprises in carrying out human resource management work, you can use big data technology to build a human resource management system, with the help of the system to collect and organize human resource management related data, build a human resource management database, human resource management contained in the employee information, payroll, performance appraisal, personnel distribution and other data uploaded to the database, through the data analysis and mining, to find the current stage of human resource management work deficiencies and timely. By analyzing and mining the data, we can find the deficiencies in the current stage of human resource management work and make timely changes to improve the overall level of human resource management work. In addition, in the recruitment stage, the enterprise can also use big data analysis function to analyze the type of talents required by the enterprise, the number of existing talents in the market, etc., and formulate the talent recruitment plan and human resources allocation plan according to the analysis results, so as to ensure that the talents are able to give full play to their own value in the positions in line with their own abilities.

2.2 Establishment of a sound human resources management mechanism

Human resource management mechanism is an important support for the orderly development of enterprise human resource management, therefore, enterprises should continuously establish and improve the human resource management mechanism[3] . First of all, the enterprise in the system should be clear about the links involved in the work of human resource management and the specific content, emphasizing the content of human resource management work, the relationship between the various links. And with the help of WeChat and other communication software will management system in the form of documents sent to the human resources management department, guiding managers to learn on their own, and in the development of human resources management work should be strictly in accordance with the provisions of the system, so that human resources management work can be carried out in an orderly manner. Secondly, enterprises should also continue to innovate and optimize the human resources organizational structure, and do a good job in talent organization and management. Human resources organizational structure should change with the development of enterprises, enterprises in the innovation and optimization of human resources management structure, should fully consider the market demand, the enterprise human resources structure adjustment and optimization. Enterprises in human resource management work, the reasonable scientific organization and management of talent affects the quality of work and efficiency of enterprise employees, based on this, enterprises should do a good job of talent organization and management work. Enterprises in the talent allocation should fully consider the status quo of enterprise development and the talent's own comprehensive ability, do a good job of massive data collection. Human resource management staff can use big data technology to issue questionnaires to employees to investigate the actual needs of employees and other aspects, and the use of big data technology will be the results of the questionnaire into an intuitive fan chart data, data information to fully analyze the data information, extract data information in the common and personalized problems. For common problems managers can be integrated management, and for personalized problems managers need to focus on, make appropriate adjustments to the original human resources management strategy, from the actual needs of employees, constantly optimize the human resources organizational structure, to achieve effective organizational management of talent. In addition, human resources management personnel also need to be in accordance with the actual needs of employees, in understanding the staff career planning and practical ideas under the premise of doing a good job in talent selection and job placement, for each employee to arrange for the most suitable positions to further meet the demands of employees, to fully stimulate the enthusiasm of employees to work.

Conclusion: In summary, the continuous development of economy and society, science and technology level continues to improve the human resource management of China's enterprises to put forward higher requirements. In order to further enhance their comprehensive strength, accelerate the pace of modernization, transformation and upgrading, enterprises can take innovative human resource management means and modes, the establishment of a sound human resource management mechanism and other means to continuously improve the level of human resource management, fully stimulate the enthusiasm of the staff and enthusiasm for work, so that human resource management can meet the actual needs of the staff to the maximum extent possible and the need for development, the scientific and rational allocation of All resources, and then realize the optimal allocation of human resources, so that employees can create more value for the development of enterprises, and then promote the sustainable and healthy development of enterprises.

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