

Analysis of Human Resources Management of Grassroots Troops

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Abstract: Human resource economic management is a management mode with strong applicability, which can provide more efficient and high-quality services for grassroots troops. At the same time for the development of human resources management. Human resource economic management can improve the level of human resource management of grassroots troops and promote the development of human resource work of grass-roots troops in a better direction. In view of the problems of human resource management of grassroots troops in the new era, this paper explores the countermeasures of human resource management of grassroots troops under the new economic environment.

Keywords: the New Era; Grassroots Troops; Human Resources Management; Countermeasures

Introduction

In recent years, China's grassroots troops have been developing continuously, making great contributions to the construction of the motherland and achieving remarkable results in their development. In order to promote the positive development of grassroots troops, it is necessary to adapt to the development of the Times and optimize the economic management mode of human resources, so as to promote the improvement of internal work efficiency and management level of grassroots troops. Through strengthening the management of human resources, creating actively a good working environment for the majority of grassroots cadres. In addition, how to effectively solve the grassroots troops human resource management encountered numerous tests, the first task is to strengthen the innovation of the grassroots troops human resource management. This paper discusses the innovation and development of human resource management in the grassroots troops.

1. The significance of human resource management innovation in the work of grassroots troops

1.1 The improvement of our comprehensive national strength

China's grassroots troops are diverse, covering medical and health care, government affairs, welfare institutions, education and other fields. The rise of grassroots troops plays a key role in consolidating state power, developing the national economy, flourishing socialist culture and meeting the basic living needs of the people. In particular, it plays a unique role in training excellent talents and promoting the improvement of comprehensive national strength. For example, the grassroots troops, represented by scientific research institutions, have long become the "gathering place" of scientific research talents of all kinds in China. They contribute a lot of scientific research achievements, contribute their own unique strength to the social economy, and occupy an important position in market competition.

1.2 Adapt to the reform and development of personnel system

China's grassroots troops have been in a dilemma for a long time. If they reform without approval in order to adapt to the pace of social development, the reform will not achieve satisfactory results due to the lack of reform experience; If we

continue to use the traditional human resource management model, because of the shortcomings of the grass-roots forces, many employees can't quit once they enter, resulting in a narrow space for promotion and low work efficiency. Therefore, this has also put forward more stringent requirements for the broad grassroots troops. They should strengthen the in-depth research on the reform of personnel system. Moreover, human resource management should be reformed according to the characteristics of grassroots troops, so that the majority of outstanding talents can feel their own value and have a strong sense of belonging.

2. Innovative management strategies of human resources in grassroots troops

2.1 Take measures to manage human resources

When human resources management is carried out in grassroots troops, it is necessary to make reasonable arrangements for posts, departments and staff at the grassroots troops, and make clear the responsibilities of posts, and according to the post level of grassroots troops to carry out the distribution of post content. In the assessment of human resources, it is necessary to ensure its rigor and formulate detailed assessment standards to help grassroots troops improve the effectiveness of management. In addition, job title requirements and qualifications need to be relaxed when recruiting more competent staff. Only when the quality of talents is relatively high, can the core competitiveness of grassroots troops be truly improved.

2.2 Innovation of work concept

Concept is the guide of action, only on the basis of innovative work concept, can gradually get rid of the traditional management mode. Managers need to build a new human resource management system to adapt to the various work requirements of the grass-roots troops under the new economic environment. People should pay more attention to this work, put the innovation of human resource management on the agenda, and enhance the close communication and exchange between the human resource management department and other departments. At the same time, we should form a strong cooperative force in the work and arrange more suitable work content for each talent so as to improve the coordination and organization within the grassroots troops. Strengthen the publicity of human resource management, leading cadres should set an example, clarify the demand of various talents in the new era, and provide a good environment for talent development. Leaders should also establish a people-oriented concept in their work, truly recognize the value of talents, pay attention to the actual needs and appeals of people in different departments and positions, and combine rigid and flexible management to stimulate the potential of employees. Managers should actively communicate with front-line employees to understand their real ideas at work and obtain more comprehensive opinions and suggestions so as to adjust the human resource management mode. Grassroots troops should pay attention to learning from the management mode of modern enterprises, and implement effective innovation and integration combined with the nature and content of their own work.

2.3 Accelerating cultural development

In addition to paying attention to the improvement of their own business capabilities and service quality, grassroots troops should also speed up cultural construction in human resource management, relying on advanced culture to have a positive and positive impact on employees and enhance their sense of belonging. This is also a key way to improve work enthusiasm and initiative and can produce benign guidance to employees unconsciously. Managers should pay attention to the propaganda of advanced culture, establish a perfect propaganda working mechanism, strengthen scientific guidance to employees with socialist core values as the core, and standardize their own work behavior. Through the production and posting of propaganda color pages, to help workers understand the rules and regulations and development process of grass-roots troops, so as to ensure the standardization and system of cultural construction. By actively carrying out various types of cultural activities, we can understand the working conditions of staff in various departments and provide them with

more diversified channels for participation, so as to truly embody the people-oriented concept in human resource management. In the information age, managers should actively innovate working methods, use information technology to popularize advanced culture, and lead the common growth of employees.

2.4 Strengthen the human resources reform mode and structure

management within grassroots troops

Grassroots troops should proceed from the perspective of modern social development, for high-quality talents graduated from colleges and universities, especially around the local students, should give some lower threshold, the recruitment measures and standardize the management planning standards, so as to attract more high-quality, high-level talent into the grassroots units, and reduce the loss of talent. In addition, performance appraisal and personnel allocation should be combined to integrate the different advantages and characteristics of each employee so that each employee can be assigned to a suitable position. Seniority or professional title should not be regarded as the only criteria for job classification, so that both new and old employees can give full play to their unique value in the position in line with their own working ability. In the original job, the original staff should also further improve and enhance the learning and training ability, so that every employee can keep pace with the Times. In combination with the development requirements of the new era, we should constantly improve our personal comprehensive quality, so as to drive the overall construction and development of relevant industries.

2.5 Improve the internal system management system of human resources

At present, the personnel management reform of the developing grass-roots forces not only needs to reform and explore the existing problems, but also needs to further study the process and essential needs of the transformation of traditional personnel management and modern human resource management. Only in this way can we grasp the problems and truly analyze the key points of human resources reform in grassroots units, so as to put forward corresponding problems and measures, so as to provide more scientific reform and management mode in the follow-up development. Leaders should change traditional ideas, adapt to the development trends of the new era, and conscientiously study the experience of modern enterprise management. Managers should combine its content and state of work management of actual development and construction, formulate conforms to this unit the development and construction of human resource management system, to implement it to different units and different plates, let the mutual restriction relation between various sectors, to perfect the system of unified management of the whole.

2.6 Improve the post evaluation mechanism

It is necessary to do a good job of post evaluation in the grassroots troops, and establish the salary grade structure and salary standard scientifically according to the results of evaluation and analysis, so as to ensure the fairness of distribution. The implementation of post evaluation, to a certain extent, helps to improve the management level and economic efficiency of grassroots troops. The implementation of this aspect can promote the internal staff at the grass-roots level to more accurately understand and grasp the job responsibilities, nature, content, tasks and objectives of the post, so as to ensure that the ability level and qualifications of the staff are consistent with the specific post. And on this basis, scientific organizations of recruitment, assessment, promotion, reward and punishment work of grassroots troops. According to the actual situation of the grass-roots troops, the specific work emphasizes that the administrator should set scientific indicators for post evaluation, and comprehensively evaluate and analyze the technical difficulty, workload, psychological pressure, educational background, post responsibilities and work requirements of employees in post work. At the same time, managers should also guide employees to constantly improve themselves according to the actual situation of their posts, so as to improve the quality and efficiency of the work of all posts in the grassroots troops.

3. Conclusion

In the era of a new economy, grassroots troops must pay attention to human resource management if they want to get good development opportunities. In the management of human resources, it is necessary to produce innovative ideas according to the characteristics of the new economic era and improve the actual efficiency of human resources management of grass-roots troops. In addition, grass-roots units must and should attach importance to the innovation of management mechanism and ensure the rationality of post planning, so as to attract more talents. At the same time, managers should ensure that the human resource management of grassroots troops is reasonable and effective, lay a foundation for its better development and play its role.

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