

An Analysis of the Innovation of Enterprise Human Resource Management under the New Situation

Rong Huang

School of Economics and Management, Zhejiang Ocean University, Zhoushan 316022, China.

Abstract: Talent is the core competitiveness of enterprises. Under the current overall socio-economic situation, enterprise human resource management has been promoted to the level of enterprise development strategy. This paper takes enterprise human resource management as the research object, expounds the meaning and importance of human resource management, analyzes the current situation of human resource management, and puts forward innovative strategies of human resource management under the new situation in view of the present situation, so as to provide reference for the reform of enterprise human resource management.

Keywords: Enterprise; Human Resource Management; Current Situation; Innovation Path

Introduction

At present, enterprises are facing the global competition pattern, and the position of human resource management in enterprise management is becoming more and more prominent. Therefore, doing a good job in human resource management is related to the sustainable development of enterprises in the future. The human resource management of traditional enterprises is still stuck in the fixed thinking, and it is difficult to adapt to the new demands under the new situation, which is urgent to optimize and reform, so as to lay a solid talent foundation for the sustainable development of enterprises.

1. Importance of human resource management

1.1 Definition of the concept of human resource management

The concept of human resources originated in the west and was introduced into China in the 1980s. With the rapid development and transformation of China's economy, human resources has been paid enough attention. Scholars at home and abroad have different understandings about the concept of human resource management from different angles. According to the requirements of enterprise development strategy, in this paper, through a series of processes such as recruitment, training, use, assessment, motivation and adjustment of employees in enterprises, in order to mobilize employees' enthusiasm, give play into employees' potential, create value for the enterprises and bring benefits to the enterprises^[1]. The human resource management have been divided into six modules, in the academic circle: human resource planning, recruitment and allocation, training and development, performance management, compensation and welfare management, and labor relations management.

1.2 The Importance of Human Resource Management

The scientific nature of human resource management determines the development level of enterprises to a certain extent, and plays an important role in the operation and development of enterprises. From the business management level, human resources can mobilize the enthusiasm of employees and achieve enterprise goals. From the employee level, human resource management is conducive to enhancing employees' sense of belonging and enterprise cohesion.

2. Current Situation of Enterprise Human Resource Management

2.1 Lack of Strategic Planning of Human Resources

In the course of business development, some enterprises lack scientific understanding of human resource management, fail to upgrade to the level of enterprise development strategy, lag behind in the concept of selection and employment, effective talent training and other aspects, and human resource management still remains at a low level, unable to meet the needs of enterprise development. For every enterprise, human resources should be planned in advance, focusing on the strategic objectives, business plans, production plans and other aspects of the enterprise, and coordinating the dynamic balance between people and things, rather than “only employ without cultivate”, which can not effectively acquire senior talents, tap the potential of employees, create more value for the enterprise and restrict the development of the enterprise itself.

2.2 Performance Management and Incentive Measures Lag Behind

Performance appraisal has been widely used in human resource management of enterprises, but the way adopted is simple, such as simple scoring system and rewards and punishments according to scores, which have not established a real performance appraisal system. This assessment method is formalized, which can not scientifically evaluate the real work performance of employees, affects their work enthusiasm and leads to brain drain. Performance management is closely related to incentive measures, and benefits and salaries are allocated according to performance appraisal. The former is unscientific which affects the latter. Many enterprises give priority to material rewards in incentive measures, which are not combined with spiritual rewards, thus affecting the incentive effect.

2.3 The Training System Is a Mere Formality

At present, the training system of enterprises is not perfect, and there is a current situation of attaching importance to the form and quantity of training while neglecting the content and quality of training. Most enterprises realize the importance of training in human resource management and invest a lot of people, money and things, but the result is not optimistic. It is mainly reflected in the following aspects: first, the trainers didn't investigate the actual situation before training, the training system was not properly planned, and the form was monotonous^[2]. Second, the training is one-sided and temporary, and the training content doesn't match the post. Third, training is only for completing tasks, and it is not related to the development of employees. In addition, the trainers' low professional quality and lack of training materials have brought great challenges to the training work.

2.4 The Comprehensive Quality of Managers at All Levels Is Not High

Managers at all levels of the enterprise have a great influence on the development of the enterprise. Their role in the development of the enterprise is far more than that of ordinary employees. Managers set an example and can imperceptibly affect employees. Therefore, the requirements for managers in enterprise human resource management are more important. At present, many enterprises blindly emphasize the development of employees and ignore the management concept and quality of managers, such as insufficient innovation of work, unclear strategic planning of enterprises, poor vision, insufficient professionalism and so on.

3. Innovation Path of Enterprise Human Resource Management

3.1 Renew the Management Concept and Turn to Strategic Type

Traditional human resource management can no longer meet the requirements of the new era. Enterprise leaders should update their management concepts. In the management mode, innovate the traditional model, adhere to the concept of “talents are the first resource”, take the enterprise strategy as the guidance, pay attention to the sense of competition, cultivate talents, make good use of talents, and realize the long-term development goal of the enterprise^[3].

3.2 Improve Relevant Systems and Focus on Fairness and Justice

The improvement of human resource management can be gradually optimized and a human resource management

system in line with the actual situation of the enterprise can be formulated, which is more scientific, institutionalized and standardized. At the same time, guide employees to participate in system innovation and make scientific decisions. A fair and just enterprise atmosphere is very important to enhance the cohesion of employees. Therefore, at the specific operation level of human resource management, take the system as the premise, strengthen work supervision, create a fair and just environment.

3.3 Organize Training Scientifically and Reasonably

In human resource management, the strategy of “going out and bringing back” can be adopted to cultivate a group of employees with excellent quality, and then drive the surrounding employees. In terms of training content and form, according to the long-term development needs of the enterprise and combined with the actual situation of employees, pay attention to training quality and stimulate employees’ creativity. At the same time, we should pay attention to cultivating corporate culture and let employees integrate into the enterprise.

3.4 Innovate the Way of Leadership and Build a High-level Management

Team

To manage the staff well, enterprises must first build a management team. As a manager, every leader has his own style. Scholars divide leadership styles into six types: compulsive, authoritative, cooperative, democratic, direction setting and coaching^[4]. Relevant research shows that the more a leader can show multiple styles, the more successful he will be.

4. Conclusion

In the new economic era, the demand for talents is more innovative, complex and personalized, posing higher challenges to human resource management. Facing the new situation, enterprises should strengthen the innovation and reform of human resource management, stimulate the internal drive of enterprise development, and lay the talent foundation for enterprise development. Every enterprise is facing different internal and external environments. To master practical and innovative management strategies, it is necessary to learn from successful experience and start from reality.

References

- [1] Deng Y, Innovation of enterprise human resource management in the new economic era[J]. Business Culture. 2021,(34):81-82.
- [2] He Y, Enterprise human resource management innovation in the new era[J]. Development of Human Resources. 2021,(18):87-88.
- [3] Chen YL, Research on problems and countermeasures of enterprise human resource management[J]. Abstract of Economic Management. 2021,(20):110-111.
- [4] Sun HP, Hansen HO, Research on the influence of leadership style on organizational innovation —— Based on the intermediary role of human resource management practice[J]. Journal of Guangxi University (Philosophy and Social Sciences Edition). 2020,42(06):92-99.