

The Concept of Strategic Human Resource Management and Analysis of Its Influence on Organizational Effectiveness

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Abstract: At this stage, with the rapid development of the social economy, the human resource management model is also developing towards diversification. The traditional management method can no longer meet the needs of the economic development of today's social enterprises, and human resource management has a direct impact on the future development of the enterprise. At the same time, the results obtained are closely related to the organizational effectiveness of the enterprise. This paper briefly expounds the concept of strategic human resources and sorts out the impact of enterprise organizational effectiveness, and puts forward some suggestions for the realization of the impact of strategic human resources management on organizational effectiveness for reference.

Keywords: Strategic Human Resources; Organizational Effectiveness; Influence

Introduction

Strategic human resource management plays an important role in the development of enterprises. At the present stage, there is fierce competition among enterprises. If an enterprise wants to obtain a development world in the Chinese market, it must have a professional and excellent talent to contribute to the development of the enterprise. Then the enterprise must strengthen the personnel training, the rational application of human resources, through the efficient enterprise organization efficiency, so that the economic benefits of the enterprise can continue to add value to further improve the comprehensive strength of the enterprise, and in the future market development has more strength to accept various challenges.

1. An overview of strategic human resource management and enterprise organizational effectiveness

1.1 Strategic human resource management

A mode of human resource allocation activities is carried out by enterprise organizations to meet the needs of the enterprise's future development plan, which is generally called strategic human resource management. Strategic human resources pay more attention to the coordinated development between human resource allocation and management order. At the same time, it also focuses on the effect of strategic human resources in the process of enterprise development, so that human resource management procedures are integrated into the development of strategic objectives, so that the enterprise's management mode is more professional and more perfect, the enterprise's development goals are closer, and the enterprise's production efficiency can be further improved [1].

1.2 Organizational effectiveness concept

The meaning of organizational effectiveness is the enterprise to form a whole set of networks. It is used to boost the enthusiasm of the staff, provide power source for enterprise development, and provide the orderly management in enterprise production environment. All in all, in enterprise operation and management, if an enterprise wants to achieve its actual goals, it must not only meet the requirements from the business and production levels, but also strengthen the communication between employees, so that a tenacious and united force can be formed within the enterprise, and a set of complete code of conduct for employee management constrains the code of conduct for employees, so as to ensure that management activities can be carried out in an orderly manner, and the production efficiency of an enterprise with orderly management can be continuously improved[2].

2. Taking a company as an example to analyze the impact of strategic human resource management on organizational effectiveness

2.1 Basic information of a company

B company, an environmental protection enterprise in a province, was formally registered and established in March 2008. At the beginning of its establishment, its main business scope was to solve the sewage discharge treatment of several large sewage discharge enterprises around the city. The company made its first operating profit after its establishment in September 2008. The company's production technology is relatively advanced, and it has a good reputation in the industry. Through the transfer of patents, the company has made huge profits and achieved better economic benefits. It is also a well-known taxpayer.

2.2 The influence of strategic human resource management on the construction of enterprise organizational mechanism after the application of this enterprise

2.2.1 Influence between conceptual patterns

Strategic human resource management mode can be divided into four types: reform and innovation, performance, coordination and control. The use of these four conceptual models can effectively unify and focus the enterprise development concept and enterprise objectives, combine with appropriate cooperation methods, and effectively play the role of organizational effectiveness by means of the open principle in the human resource management system. If the strategic human resource management method can achieve the function of optimizing organizational effectiveness, the enterprise needs to grasp every value role brought by the management mode, and the best way is to effectively grasp the best entry point between strategy and organizational effectiveness.

2.2.2 The impact of management experience

Whether an enterprise's strategic human resource management is carried out smoothly or not is determined by the effects of human resource management and the experience of managers. In the process of human resource management, enterprises need to grasp the benchmarks that restrict human resource management, so that strategic human resources can play a role in the enterprise organization system. At the same time, enterprises should improve the system of internal complaint channels. When employees have doubts about their own performance and evaluation, they should reflect their own opinions, so that the organization of enterprises can be more perfect and standardized [3].

2.2.3 The impact of the establishment of the mechanism

As the main bridge of strategic human resource management's influence on organizational effect, human resources have a significant impact on the improvement of organizational effectiveness. Therefore, in the process of human resource management, enterprises should optimize internal management measures and strictly regulate the code of conduct of each employee, so that management can be more smooth and orderly. In the process of improving the strategic human resources management mechanism, the enterprise should combine the training content of the enterprise with the basic requirements of the employees, flexibly integrate the enterprise development plan and enterprise spirit into the training activities, and improve the training content. Only in this way can employees better understand the future development plan of the company, so that they can have a sense of identity with the company and take up their job responsibilities. In this way, the organizational efficiency of the enterprise can be effectively improved[4].

3. An analysis of the ways of strategic human resource management to improve organizational effectiveness

To improve the organizational efficiency of an enterprise through a strategic human resource management model, it is necessary to start from the actual situation of the enterprise, take the strategic human resource management model as a basic method through the method of internal questionnaires, and combine the two management methods at the current stage of the enterprise. The researcher compares and finds shortcomings and advantages, and then formulates feasible enterprise development goals, so as to improve the organizational efficiency of enterprises. If companies want to improve organizational effectiveness, they can do it in the following two ways.

3.1 Scientific and rational application of strategic human resource management

First of all, the scientific and rational application of strategic human resource management can effectively improve organizational efficiency. In the application of strategic management in enterprises, enterprises should first master the measures of strategic human resource management. Taking the actual needs of the enterprise as the starting point, enterprises should understand the shortcomings of enterprise management, and take effective measures to make up for some special situations in the management process, so as to lay the foundation for improving organizational efficiency [5].

3.2 Strengthen the unity of corporate and employee values

The implementation of the enterprise's strategic human resources management model must require the enterprise to put the employees first and increase the attention and concern for the employees. The increase in employee satisfaction is more conducive to the unification of corporate values and employee values, so that employees will be more active in their future work. In this way, work efficiency can be continuously improved, and organizational efficiency can also be rapidly increased. In the process of human resource management of enterprises, enterprises should pay attention to the communication between employees and create a harmonious working environment for employees. In this way, the employees of the enterprise can be more united to form a strong cohesion, and the loyalty of the employees can be improved to greatly promote the work efficiency of the enterprise. At the same time, enterprises should let employees to help make suggestions in the process of human resource management of enterprise organization, so as to improve organizational efficiency [6].

4. The importance of strategic human resource management

In the period of growth and development of an enterprise, products need to be listed, and the scale of development needs to be expanded, so the role of enterprise human resource management will be revealed at this time. Human resource management focuses on corporate recruitment, training, and incentives. If a company wants to develop better, it must carry out innovation and establish its core brand. At this time, human resource management mainly lies in personnel training and establishing corporate values in the hearts of employees. From the perspective of enterprise development strategy, human resources have given strategic-oriented management principles at this time. At this stage, with the continuous development of knowledge economy, the importance of enterprise human resource management is more and more valued by enterprises, and it is also raised to a strategic level. In the process of enterprise development, customers' requirements for enterprise products also change with the changes of the times. In addition, enterprises are also faced with various challenges. If enterprises want to gain more market share in the fiercely competitive market, they must accurately deploy the organizational effectiveness of the enterprise, thereby improving organizational effectiveness. Enterprise strategic human resource management effectively integrates enterprise development plans, corporate culture, and corporate values, so that companies can maintain the ability to continue to compete in an increasingly competitive market, and maximize corporate organizational performance.

Conclusion

At this stage, the competition between enterprises is very fierce. If an enterprise wants to gain more share in the competition, it must proceed from its own reality and improve the core competitiveness of the enterprise. As a means of current enterprise management, strategic human resource management not only improves the organizational efficiency of the enterprise, but also strengthens the unity of corporate cultural values and employee values. At the same time, in the process of management and development of enterprise strategic human resources, it is necessary to put people first in order to better improve the efficiency of enterprise organization.

References

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