

Human Resource Ecology and Human Resource Investment Risk

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Abstract: The competition between enterprises has become a competition for human resources between enterprises. The role of talents is very important to enterprises and directly determines the comprehensive strength of enterprises. In the form of human resources as the centre of the enterprise investment strategy, the war for talent between enterprises has also intensified. Human resources investment is then in a situation where enterprises are poaching each other's talents and the riskiness is getting higher. The human resource ecology exists in terms of supply and demand, preferences and internal organisational characteristics, the three basic ecological factors, one without the other. The HR risk value is determined by these three ecological factors. Therefore, in order to hedge the risk of HR investment from the perspective of HR ecology, it is necessary to fully consider the improvement of the influencing factors such as the ecology of supply and demand, the ecology of preference and the internal ecology of the organisation.

Keywords: Human Resource Ecology; Human Resource Investment; Risk

Introduction

In the new era of knowledge economy, knowledge has become the embodiment of national and enterprise strength, and the competition of knowledge in enterprises is also the competition of talents, and grasping the core talents is also equal to the enterprise having core technology, and the comprehensive value of the enterprise also rises straight up. Human resources have overtaken capital and equipment as the most important competitive element in the enterprise resources. The ecological theory of human resources is based on the characteristics of human beings and gives them ecological characteristics. After fully understanding the characteristics of human resource ecological investment, it is possible to take certain measures to avoid the risk of human resource ecological investment in enterprises, so that the development of enterprises is stabilised and rationalised.

1 Overview of human resource ecology and human resource investment risk

1.1 Overview of human resource ecology

Ecology is a systematic, dynamic development and strongly connected discipline. The ecology of human resources is to let the dynamic connectedness of the system of ecology, into human resources, so that human resources management is holistic and systematic. HR ecology is a more holistic approach to structural function and HRM has further normative boundaries. Where the HR ecology is divided into dynamic industry mobility and individual value preferences, the static is the more stable elements of industry such as occupational skills, individual gender, industry and education. These are the gaps in the scale and underlying factors of human resources.

From the application of theory to reality, the human resource ecosystem, in terms of the remuneration and various benefits offered to employees, as well as the various conditions within the company, can have a great impact on the relationship between employees and the company. The ability of a company to attract talent is something that needs to be analysed in terms of the specialisation of the company's human resource management. The staff recruited by the company should be optimised through scientific human resource management, so that human resources can be optimally allocated to help the company's competition, so that the company can get better cooperation, to achieve "1+1>2" results of cooperation between departments^[1].

1.2 Overview of human resource investment risks

Increased competition between companies has led to a competition for talent. In business production, human resources have become the most critical factor. Policies corresponding to the best talent are being introduced globally, making the flow of talent more frequent in various countries or regions. A number of settlement incentives and financial support related to research projects have made investment in human resources much riskier. After the enterprise cultivates the talent, due to the various welfare policies of the society, let the talent be tapped, the more the enterprise pre-investment the greater the loss brought by the risk of talent loss^[2], so the enterprise needs to consider the characteristics of human resource ecology, from the nature of human resources and the inherent characteristics of the enterprise, to consider, from the perspective of human resource ecology, the formulation and implementation of human resource investment risk avoidance measures.

2. Human resource ecology and human resource investment risk

The use of human resource ecology is to further examine and avoid human resource investment in the enterprise, so as to develop and implement a more rational human resource management strategy^[3]. The probability of dynamic structural risk in HR investment is higher than the risk of static structure. The organisational structure in a company has a significant impact on the entire articulation and functioning of the company. A systematic analysis of human resource management leads to a way of avoiding the risks of human resource investment and therefore to a detailed analysis of the impact of the relevant factors of the human resource ecology.

2.1 The dynamics of human resource supply and demand

Human resources in the market is a two-way choice, in the human resources market, companies can compete to attract talent, while talent will also compete for the same position. The supply and demand situation of human resources is in full swing in a two-way choice. The mobility of human resources is more uncontrollable than other factors in the enterprise, so when enterprises invest in human resources, they need to make the most reasonable risk-averse decisions based on full consideration of the dynamics of supply and demand in the human resources ecosystem.

2.2 The value of human resources tends to be personalised

People are composed of comprehensive quality, human ability is composed of a variety of factors, including human professionalism, humanities and other comprehensive factors, these factors are dependent on the individual's family, growth environment and conditions, educational conditions, etc., all of which have a great impact on the skills of individuals by enterprises in the selection of talent from their own needs as the starting point to make, it should be comprehensive personal comprehensive quality and values, whether and corporate values, before the choice, otherwise it is easy to bring enterprises and individuals are not able to go through the friction period, bringing both sides of the cost of attrition, improve the loss of human resources management of enterprises^[4].

3. HR ecological perspective of human resources investment risk avoidance

All investments carry certain risks, and there is also the possibility of some losses in human resource investments. There are many human resource risk triggers in an enterprise, so certain avoidance measures are needed to maintain the balance of the enterprise's human resource management system in order to enable the enterprise to better optimise its investment strategy to avoid human resource investment risks, in a changing society and market requirements.

The demand in the human resources market will influence the supply of human resources. When there is more market demand, the industry-related talents trained by universities will increase, and when there is less industry demand, the training of such talents will be reduced. But when there is a surplus of human resources, it leads companies to reduce the cost of employment. When the price of human resources is low, the competition from companies corresponding to human resources decreases and the turnover of personnel tends to slow down. When human resources are scarce and the price is high, the competition for human resources becomes greater again, due to the law of supply and demand in the market^[6]. The ecology of supply and demand of human resources is a kind of supply and demand economy that affects each other and constrains each other. The supply and demand of human resources, mobility and enterprise competition intensity, will affect the cost of enterprises, while internal costs are high, it will take external investment in

human resources investment, external costs are high, human resources management to take the internal training approach.

The difference in the risk factor of the investment should be noted in the content of the human resources investment of the enterprise. Human resources investment is divided into investment in dedicated and generic technology. In this case, employees improve their skills and knowledge of relevant positions that are common to the industry through the company's investment in generic technology. This type of investment is very again significant in building the inherent general strength of the company. Generic technology investments, which give employees the capital to jump through hoops, are high-risk investments. Specialised technology investments make human capital investments for specialised technologies, where human resource skills are of an exclusive nature and are low risk and low mobility possibilities. The content of the investment and the corresponding investment risks are different for companies. Different types of investment also entail different risks. When investing, companies take into account the factors of exclusivity and versatility of the investment skills, combine them with the mobility of human resources, integrate the value of risk and make the choice of investment type according to the actual needs of the company's human resources.

Enterprises need to consider the ratio of high and low risk and cost when making human capital investment choices, and of course also need to make enterprise investment choices from the needs of enterprise development, but enterprises because of the many departments and different departmental functions, so enterprises should be staggered when making human resource investment type choices, different positions use different investment types, and enterprises only need to consider the high risk in the Human resources investment type, reduce the average investment cost of human resources, and in the lower risk of human resources investment type, you can increase the investment cost input, so as to enhance the comprehensive strength of enterprises, promote the benign development of enterprises, accelerate the speed of development of enterprises. Through the comprehensive investment capacity and the degree of human resources needs, the optimal path is derived, so that human resources investment can play a role in promoting the development of enterprises.

4. Conclusion

In conclusion, in the process of HR investment risk avoidance, enterprises need to conduct an in-depth analysis and application of HR ecology. In the enterprise to carry out human resources investment, the characteristics and types of human resources investment, are combined with the corresponding risk level, to rationalize the distribution, so that the enterprise through the optimization and adjustment of human resources ecology, to promote enterprise human resources risk avoidance, improve the efficiency of enterprise operations, and promote the growth of enterprise capital.

References

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