

The Influence of Humanism on the Employee Behavior Management Mode of Small and Medium-Sized Enterprises

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Abstract: In the process of people-oriented enterprise management, not only do we need to take people as the object of management, but we also need to see people as a key part of the enterprise. From this perspective, the core of human-centred management thinking is the need to integrate human nature and management work, which is also the key content and important basis for the further improvement of enterprises.

Keywords: Human-Centred Management; Modern Enterprises; Application Research

1. Introduction

Most of the enterprises in China are in the development stage, which leads to the competition pressure between different enterprises is very large, the only way to improve the overall administrative ability of enterprises can help enterprises to achieve better competition, so it is necessary to strengthen the management tools. Among them, people-oriented management is mainly people-oriented, this management method in modern enterprise management not only conforms to the actual needs of enterprises, but also can improve the overall level of competition, so that enterprises in the fierce competition in the market to reap the competitive power.

2. China's enterprise people-oriented management in the current stage of the main problems

2.1 Lack of systematic and effective incentive mechanism

After scientific analysis and research, Maslow set the physiological needs, security needs, social needs, respect needs and autonomy realization needs as the five major needs of human life. These needs carry out self-ordering from low to high level, and after the first level needs are satisfied, higher level needs will be pursued. However, often many companies ignore people's own needs and combine performance with employees' salaries only in the process of evaluating them, so much so that the multi-level needs of employees are ignored.

2.2 Constraint mechanisms used are not yet perfect

Different jobs and different job requirements can lead to different work discipline mechanisms. Many companies tend to ignore this feature in the actual work process, and instead of systematically considering the needs of their employees, they simply use a set of schemes to manage the whole company in a mechanical way. There are often problems with this approach, which often emerge later in the management process. It can be said that some disciplinary mechanisms, due to their own original problems, not only fail to achieve the effect of discipline, but also reduce the overall efficiency of the staff.

3. The significance of human-centred management thinking to modern enterprise management

3.1 The application of people-oriented management thinking is the basis for promoting the development of enterprises

What needs to be noted in this process is that the quality of the employees of the enterprise will directly affect the overall development of the enterprise, so the enterprise needs to cultivate the literacy level of the employees, so that the employees as well as the company can achieve common progress. The use of people-oriented management thinking can avoid the emergence of blind management problems in the enterprise process. For enterprises, it is not only necessary to pursue economic benefits, but also to pay attention to the pursuit of spiritual civilisation, so that enterprises can achieve all-round development and progress. For the staff, in the daily work of continuous self-improvement, when the enterprise economic benefits to meet, will begin to pursue a higher level of demand for satisfaction. At this time, enterprises need to give more care and affirmation to employees, affirming their personal achievements, so that employees can create more value for the enterprise at the same time as self-fulfilment.

3.2 The application of people-oriented management ideas is the cornerstone of building a harmonious enterprise

The United States has proved through research that the impact of rest time, wages and working conditions on employees is very often secondary, and the key factor that directly affects employees is whether the enterprise is harmonious. From this perspective, it can be found that it is quite important to create a harmonious and stable corporate environment for employees. Mutual trust, harmony and solidarity between employees within the enterprise can greatly enhance the cohesion and combat power of the enterprise and promote the development and growth of the enterprise. On the contrary, if the employees of an enterprise become suspicious of each other and tear each other apart, the development of the enterprise is bound to be hindered. This shows that the enterprise to build a harmonious overall environment is the foundation of enterprise development.

4. The application of human-centred management thinking in business management

4.1 Human resource management under the guidance of people-oriented management thought

The centre of human-centred management thinking lies in people, especially in the process of human resource management, it is necessary to always take people as the core and pay attention to the feelings of employees. In the process of human resource management, managers need to start from the following aspects, which are emotional management, autonomous management and democratic management. First of all, emotional management, enterprises in the process of people-oriented management, need to always pay attention to the staff, give employees enough care and love, so that employees fully feel the warmth and attention of the enterprise, to enhance the value of self-recognition. At the same time, enterprises should also give employees certain rewards, so that employees can feel recognized and needed in the process, which is also a very important element of the business management process. Secondly, it is necessary to fully demonstrate the needs of the company for its employees, so that they can be enthusiastic and face their daily work with a positive attitude, which can help the management of the company gradually shift to human management.

4.2 Enterprise project management under the guidance of human-centred management thinking

Enterprise management is divided into several parts, of which project management is a key part. As much of enterprise management is presented in the form of projects, the development and quality of projects has become a key element in the evaluation of the enterprise. Project management can even be said to encompass the management of the company, such as staff transfer, financial management, partner communication, external maintenance and so on. Traditionally, the management of a company is based on the

project characteristics of the company and the aim is to achieve the project objectives efficiently. People management differs from traditional management thinking in that the main objective is to stimulate the potential of employees. In the process of project implementation, team management is the core of the management process and the objectives of management are achieved through the scientific management of the company's employees. In developing a people-centred management programme, it is important to consider the development of the employees and to analyse whether the programme can really stimulate their core potential. The flexible construction of the project's objectives requires breaking down an ambitious goal into different smaller objectives, which can then be completed one by one in order to achieve the aim of stimulating the overall potential of the employees. In terms of money management, consider shortening the financial accounting cycle by having each employee submit a financial statement.

4.3 Enterprise culture management under the guidance of people-oriented management

Corporate culture management is a key component of modern enterprise management. It exists not only in the internal management of an enterprise, but also in its external management, and is a core value formed during the long-term development of an enterprise, which plays a crucial role in shaping the external image and internal operation of an enterprise. Therefore, the kind of corporate culture a company creates plays a crucial role in its development. For the traditional corporate culture management, it is mainly through the shaping of the core corporate values shared by the staff and the unification of corporate goals for the staff, after the core culture has been clearly defined, and then gradually spread throughout the enterprise, so that the staff can learn. This kind of traditional corporate culture management is relatively backward and cannot keep up with the development of the times. This problem can be effectively avoided by a people-centred management ideology, which focuses on respect for people as a key objective of enterprise management and provides more options for enterprise management. In this cultural management approach, there are multiple development cores as well as diversified development trends. In people-oriented enterprise management thinking, for the enterprise, people are the core of the enterprise, and all cultural concepts that are beneficial to the development of the enterprise need to be optimised and finally integrated into the culture of the enterprise, forming a kind of multi-culture after the integration of staff culture, service culture and enterprise culture.

Conclusion

All in all, for the management of enterprise culture, the future needs to be based on the inheritance of traditional management ideas and the construction of people-oriented management measures and management thinking. This can not only play an important role in guiding the development of enterprise management, but also enhance the core competitiveness of enterprises. In the process of using human-centred management ideas, enterprises need to combine their own practical needs to carry out their work, and the effectiveness of human-centred management work needs to be carried out based on the actual situation of the enterprise itself, which is worthy of in-depth consideration by enterprise managers.

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