

Human resource management in the new economic era

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Abstract: Human resource management is a very important part of modern corporate management. With the strengthening of globalization and in the context of the new economic era, corresponding reforms and innovations are necessary for human resource management, so that enterprises can constantly improve their comprehensive competitiveness and occupy a favorable position in the market. This article mainly analyzes the content of human resource management in the new economic era, aiming at further improving the human resource management level of modern enterprises to adapt to the development needs of China.

Keywords: new economic era; human resource management; innovation

1. Introduction

Both the mode and content of human resource management in modern enterprises show new features in the new economic era. It is necessary for human resource managers to fully recognize the development characteristics of the new economic era, thus innovating the human resource management mode, formulating new standards, and keeping pace with the times. Therefore, in the context of the new economic era, enterprises need to formulate feasible human resource management strategies according to the actual development characteristics of the current economy.

2. Changes of human resource management in the new economic era

Producing a brand-new mode of economic operation, the new economic era is conducive to promoting social and economic changes. However, there are also characteristics such as dynamic, uncertainty and rapid changes. Under this background, human resource management undergoes great changes and involves more complex and diverse contents. Economic globalization has a great influence on human resource management, requiring enterprises to reform their business philosophy and management mode, so as to develop new products and open up new markets. Human resource management, as an indispensable part of corporate management, needs to be carefully re-examined by corporate managers. They should also clarify the role of enterprises in the new economic era, and innovate and improve their own operation mode. In addition, network information technology should be incorporated into human resource management in the new economic era to improve the level of human resource management with the help of modern science and technology^[1].

3. Innovative measures of human resource management in the new economic era

3.1 To actively build innovation culture

In the new economic era, the original social development model and concept have changed accordingly, as well as the needs of people from all walks of life. To flexibly respond to the challenges brought by changes in the external environment, enterprises must pay attention to the cultivation of comprehensive talents and innovative talents, and constantly enhance their competitiveness by virtue of the advantages of talents. Therefore, it is an inevitable requirement to actively innovate the human resource management mode in the new economic era, whose basis is innovation culture. Innovation culture is concerned by all parties in the new economic era. Enterprises with strong sense of innovation can develop stably in the fierce market competition. Therefore, enterprises should identify the problems existing in their economic construction, and formulate corresponding human resource management strategies and means according to their development situation, improving the rationality and utilization rate of human resources allocation as much as possible. As for human resource managers, they should establish a correct concept of talents, improve their attraction to talents, reduce the loss of talents, and retain talents as much as possible. With the rapid development of science and technology in China, there are a number of new employees under the market economy model, who have a strong sense of innovation and innovative capability. Enterprises need to create a favorable atmosphere of innovation culture for them and formulate scientific and reasonable incentive systems to continuously improve their innovative ability. Scientific and technological R&D enterprises particularly need to pay more attention to the cultivation of employees' innovative thinking and ability, encourage them to raise questions about the actual work, and cultivate their critical thinking. The atmosphere of innovation culture can help control the business risk to the lowest level, and is beneficial for enterprises to achieve long-term goals.

3.2 To comprehensively implement flexible human resource management model

Flexible human resource management model should be implemented in the new economic era, which can better highlight the subjective initiative of employees and plays an important role in stimulating their creative potential. In the economic era, those most concerned by enterprises are knowledge workers, whose importance is fully realized. Taking retaining knowledge workers as much as possible as the starting point of human resource management, enterprises can promote their stable development. Due to the complexity of human resource management, it is quite necessary for managers to have innovative management concepts. On this basis, it can realize the innovation of management mode, and continuously improve the level of human resource management. Furthermore, human resource managers should pay attention to the communication with employees, provide more opportunities for them to present themselves, fully respect the wishes of each employee, and create a relatively relaxed working environment and atmosphere for them. Through such measures, employees can enjoy life and work, establish closer connection with their work, and improve their sense of responsibility^[2,3].

3.3 To enable the mutual improvement of enterprises and talents

Human resource management in the new economic era relies on a favorable atmosphere, in which enterprises and talents can make progress together. The new economic era has brought about significant changes to the operating and production environment of enterprises, especially the change of the external environment. Human resource management is an indispensable management content of an enterprise. The staffs of this department need to know the career planning of each employee in the enterprise. The combination of the development of enterprises with that of employees can effectively solve the problems presented by the traditional human resource management mode. If employees bear operational risks and benefits along with enterprises, it can greatly enhance employees' sense of responsibility and sense of belonging. The mentioned operational benefits include wealth, work autonomy and growth opportunities given to employees by enterprises. Among them, individual growth opportunities are urgently needed, which can be used as a starting point to stimulate employees' potential. Work autonomy means that enterprises should create a more comfortable working environment for employees, and the combination of the realization of employees' self-worth and business strategies helps to urge employees to actively complete the tasks assigned. Wealth is payment that employees

get from enterprises. Enterprises give employees reasonable remuneration according to their personal contributions, thus providing guarantee for their life and development. It is a complicated task to stimulate employees' enthusiasm for production in human resource management. Managers should provide employees with help as much as possible so that employees can feel the care from the enterprise, participate in the work with higher motivation, and contribute themselves to the development of the enterprise. In addition, in the new economic era, employees should establish the awareness of lifelong learning, and constantly improve their comprehensive quality under the guidance of their superiors^[4,5].

4. Conclusion

To sum up, it is significant to make corresponding innovations for human resource management in the new economic era. Only in this way can enterprises adapt to the development of the present era, continuously improve the level of human resource management and promote the long-term stable development.

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