

Discussion on the Role of Human Resource Management in Modern Enterprise Management

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Abstract

With the rapid development of China's economy, the market of modern enterprises is becoming more and more fierce. Human resources management, as a key part of modern enterprise management, has a direct impact on the core strength of enterprises. Therefore, in order to make the enterprise have a long-term foothold in the fierce market competition, develop stably and promote the sustainable development of the enterprise, we should attach great importance to its role in enterprise management. This paper expounds the role of human resource management in modern enterprise management, and puts forward the strategies of human resource management in modern enterprise management.

Keywords

Human Resource Management; Modern Enterprise Management; Role.

1. Introduction

Human resource management is a kind of management content. Under the guidance of economics and humanistic thought, it realizes the optimization of enterprise human resources through management methods such as recruitment and training. In recent years, the development scale of Chinese enterprises is growing day by day, and the role of human resources management in modern enterprise management is becoming more and more prominent and irreplaceable[1]. With the help of recruitment, training and other channels, the enterprise will promote the internal personnel structure to the high-end direction, effectively give full play to the potential of employees and make greater contributions to the enterprise. Therefore, it is necessary to make an in-depth study on the role of human resources management in modern management.

2. Overview of Human Resource Management Model

Nowadays, there are some differences in society's understanding of human resource management mode. In terms of the world, there are the following three kinds of cognition. The first is based on the systematic presentation of human resource management, represented by Harvard model and geist model. The second cognition is the first mock exam based on the human resource management practice and practice application. It is subordinate to the relevant contents of the human resource management system. In China, this mode mainly centers on controlling costs. The third cognition mainly believes that the human resource management system is mainly to manage talents. Different types of talent management modes have different advantages and disadvantages[2]. In the process of operation and development, enterprises can't blindly choose a talent management mode or directly learn from other excellent enterprise talent management modes. They should create a human resource management system in line with the enterprise's strategic objectives in combination with the enterprise's own development characteristics, which will ensure the effectiveness and durability of the human resources management system.

3. The Role of Human Resource Management in Modern Enterprise Management

3.1. Improve Employees' Work Motivation

In the production and operation of the enterprise, they should create a comfortable, relaxed and harmonious working environment for employees, so that they can relax and have no worries in their work and life. Only in this way can they devote themselves to their work wholeheartedly and actively, and employees can cooperate with each other and work together to create the maximum benefits for the enterprise[3]. Therefore, enterprises should adopt incentive mechanism, jointly implement material and spiritual rewards, mobilize employees' enthusiasm for work, improve employees' motivation for work, maintain sufficient energy to work, give full play to their professional advantages and role, explore ways to improve work efficiency, constantly innovate and transform, and improve labor production efficiency, so employees can inject their own strength into the development of the enterprise.

3.2. Reduce Labor Consumption

In the development of enterprises, the rational allocation of human resources and the matching of personnel and positions enable employees to work in the most suitable positions, give play to their greatest advantages and obtain the greatest economic benefits with the smallest labor force. With the prosperity and development of the economic market, the competition among enterprises is becoming more and more fierce, among which the talent competition is the main core competition. In order to occupy a place in the current environment and improve economic benefits, enterprises should pay attention to human resources management, improve human resources management system, maximize enterprise economic benefits, and lay a solid foundation for healthy and sustainable development in the future.

3.3. Improve Production Efficiency of Enterprises

In enterprise operation, production product management is the most basic intelligence. Production management should not only ensure the stable and normal operation of the enterprise, but also make full preparations for the long-term development of the enterprise[4]. In the process of enterprise production management, human resources management is also a key link, which focuses on the implementation of various incentive policies for employees, the construction of working environment and the improvement of skills, so as to improve employees' satisfaction with the working environment and improve work efficiency. In addition, HR selects excellent talents for reserve and training in daily recruitment, so as to provide reliable talent support for enterprise development and strong support for the strategic objectives formulated by the enterprise.

3.4. Help Enterprises Achieve Business Objectives

The scientific management of human resources enables employees to create due value through their own labor, and improve the transformation from enterprise productivity to economic benefits while promoting the long-term and stable development of the enterprise. The development of enterprises is inseparable from excellent employees. It can be seen how important human resources management plays in the application of enterprises. Therefore, the human resources department should timely solve various contradictions and problems in the work of employees, mobilize their work enthusiasm and ensure the steady development of the enterprise.

3.5. Make the Modern Enterprise System More Perfect

In modern enterprise system management, scientific management is particularly important, and human resource management is the core of enterprise management. In the enterprise,

having professional talents and a team that contributes to the development of the enterprise can provide strong technical support for the development of the enterprise. On the contrary, if an enterprise doesn't have these factors, no matter how carefully it is conceived, it is also a castle in the air. Wealth needs people to create. Although science and technology are the primary productive forces, it is still people who master science and technology. Only by paying attention to the work of human resources, developing and utilizing human resources and constantly improving the mode of human resources management, can enterprises adapt to the rapid development of the whole society and speed up the improvement of modern enterprise system.

4. Strategy of Human Resource Management in Modern Enterprise Management

4.1. Establish an Effective Incentive Mechanism

Secondly, establish a wage system with reward and punishment mechanism. Attract excellent talents through corporate culture, working conditions, development prospects, salary and welfare. According to Maslow's hierarchy of needs theory, enterprises should give priority to employees and give them a sense of security. At the same time, it is necessary to establish a competitive wage system: ensure that the wage level of state-owned companies is maintained at the highest level, and ensure that employees can perform various obligations in time. Finally, they can establish a salary distribution mechanism for professional and technical personnel and a salary management system for special talents in order to attract talents.

(1) Establish an effective incentive mechanism

First of all, middle and senior managers of enterprises should make full use of this mechanism to strengthen communication with subordinate employees, master their work and life conditions, encourage employees to put forward suggestions conducive to the improvement of work efficiency, and constantly improve employees' work enthusiasm and work efficiency.

Secondly, enterprises should strengthen the improvement of employees' professional management ability. Formulate scientific career planning for employees in management, technology and other positions, so that employees in each position have additional knowledge.

(2) Establish wage system, reward and punishment mechanism

First, use corporate culture, development prospects, working conditions, salary and welfare to attract more talents. According to Maslow's hierarchy of needs theory, enterprises should give priority to employees and give them a sense of security.

Secondly, establish a competitive wage system to ensure that the wage level of state-owned enterprises is maintained at the highest level and that employees can fulfill their obligations in time.

(3) Establish a salary distribution mechanism for professional and technical personnel and a salary management system for special talents to attract excellent talents

4.2. Actively Introduce People-oriented Management Concept

In the new era, enterprises should keep pace with the times, actively introduce the people-oriented management concept and effectively apply it to human resources management. For example, when formulating relevant management systems, adhere to the people-oriented principle.

First of all, in the daily operation of the enterprise, we should mobilize the participation enthusiasm of employees as much as possible, tap their creativity, stimulate their potential, guide employees to realize their own value at work, promote the all-round development of employees and improve the economic benefits of the enterprise.

Secondly, talents are the main driving force of enterprise development. Human resources management must focus on talents, pay attention to the development and utilization of talents, and unify the personal development goals of employees with the development goals of the enterprise. This requires enterprises to pay more attention to employees and put talents in an important position. In addition, cultivate employees' loyalty to the enterprise, stimulate employees' work enthusiasm, combine initiative, improve employees' creativity, and create more comprehensive value for the enterprise.

Finally, in the process of formulating the human resource management system, we should integrate the people-oriented concept, take the optimal allocation of human resources as the goal, emphasize the personalized needs of employees, and ensure that each employee can give full play to their talents.

4.3. Improve Human Resource Management Mechanism

Enterprises should improve the human resource management mechanism, improve the human resource selection mode, formulate and improve the development system, and broaden the promotion channels of internal personnel. In enterprise management, they should fairly select talents, match people with posts, and make full use of people. According to the development status and planning of the enterprise, the company should cultivate targeted talents, encourage employees to improve their self-learning after work, accept further learning in professional direction, and make qualification certification, professional title evaluation and professional learning become the driving force of employees' work. In addition, the company should also encourages in-service personnel to carry out continuing education and lifelong learning, helps employees with career planning, establishes a fair employee promotion mechanism and realizes fairness and equality, and strengthens employees' work enthusiasm.

5. Conclusion

Since the development of human resources, its role in enterprises is self-evident, and its importance is recognized and accepted by more enterprises. In order to meet the needs of today's social development, actively establish the people-oriented management concept, innovate human resource management, reasonably allocate human resources, optimize the allocation of human resources, strive to improve the core competitiveness of enterprises and develop steadily in the incentive market competition, achieving the strategic objectives of enterprises.

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