



## ARTICLE

# Analysis on the Reform and Innovation of Enterprise Human Resource Management

Xiangheng Li<sup>1\*</sup> Hong Qi<sup>2</sup> Lin Guo<sup>1</sup> Jiaqi Gu<sup>1</sup> Chongyu Wang<sup>2</sup> Caiyun Li<sup>1</sup>  
Wenzhu Lin<sup>1</sup>

1.Beijing Institute of Spacecraft System Engineering, China Academy of Space Technology, Beijing, 100094, China

2.DFH Satellite Co., Ltd., Beijing, 100094, China

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### ABSTRACT

Judging from the current development of China's enterprises, there are many shortcomings and problems in the management of human resources in enterprises, which have a certain impact on the economic benefits of enterprises. Therefore, in order to effectively improve the economic advantages of enterprises and promote the stable development of enterprises, it is imperative to analyze the reform and innovation of human resources management.

## 1. Introduction

At present, China's social and economic system is constantly reforming, and competition in all walks of life is becoming fiercer. In order to be invincible in the trend of competition, enterprises need to continuously enhance their competitive advantages and strengthen their comprehensive strength. But the competition between enterprises can be seen as the competition between human resources. Therefore, enterprises need to constantly improve the human resource management system of enterprises, attract high-quality talents, and formulate scientific and rational human resource management programs, so that employees can fully exert

their subjective initiative and effectively improve work efficiency.

## 2. The Relationship between Enterprise Human Resource Management and Enterprise Economic Development

In the process of development, human resource management occupies a more important position. In order to better play the role of human resource management and realize the optimal allocation of human resources, enterprises need to attach importance to the management of human resources. Resources are used scientifically and rationally to improve the economic benefits of enterprises.

#### \*Corresponding Author:

Xiangheng Li,

Beijing Institute of Spacecraft System Engineering, China Academy of Space Technology, No. 104 Youyi Road, Haidian District, Beijing, 100094, China;

E-mail: [lxh\\_0307@163.com](mailto:lxh_0307@163.com).

es. If the enterprise does not make good use of human resources in the process of development, it will have a certain impact on the economic benefits of the enterprise, and it will hinder the value of human resource management. Therefore, enterprises need to scientifically develop human resources. The management enables enterprises to effectively enhance their competitive advantages and improve economic efficiency.<sup>[1]</sup>

Objectively speaking, in the process of development, human resources will not only have a certain impact on the economic benefits of enterprises, but also have a certain impact on the technology and capital of enterprises. The economic benefits of enterprises are composed of human resources, technology and capital. Therefore, scientific human resource management can effectively improve the efficiency of employees, thus creating higher value for the enterprise. In the process of enterprise economic development, human resources will not only have a more positive impact, but also have a corresponding negative impact.

In the process of enterprise development, we can attach importance to human resource management, combine it with relevant management systems, and improve the reward mechanism, which can effectively improve the efficiency of employees, and thus enhance the human capital stock of enterprises. However, if enterprises fail to pay attention to the importance of human resource management to enterprises, they will have certain negative impacts, leading to the loss of talents, reducing the enthusiasm of employees, reducing work efficiency, and thus affecting the economy of enterprises. Therefore, enterprises should judge the human resource management from many aspects, and clarify the significance of human resource management to the development of the enterprise, so that the value of human resources can be visually displayed through the economic benefits of the enterprise.<sup>[2]</sup>

### **3. Existing Problems in Enterprise Human Resource Management**

#### **3.1 The Backward Human Resource Management Method**

Judging from the current situation of human resource management in China's enterprises, most enterprises lack a perfect human resources management system, and there are deficiencies and problems. Firstly, most enterprises lack long-term planning when conducting human resource management, and there is no long-term plan for the future development of the company. And the lack of attention to the human resources management of

enterprises leads to the irrational management of human resources, which makes the high-quality talents of enterprises shortage and hinders the stable development of enterprises. Secondly, most companies lack comprehensive human resource management procedures and are not systematic and law enforcement.

In addition, from the perspective of the current scale of Chinese enterprises, SMEs (small medium enterprises) occupy a dominant position and are subject to various factors. These enterprises usually ignore employee training, and do not have reasonable procedures for human resource management, and do not pay attention to laws and regulations. There are often violations such as lengthening the trial time of employees. Finally, some companies adopt a family-based human resource management model, which is not conducive to the recruitment of employees, and it has a certain inhibitory effect on the enthusiasm of the employees.<sup>[3]</sup>

#### **3.2 Lack of Perfect Human Resource Management Reward Mechanism**

At present, most enterprises in China lack a perfect human resources management reward mechanism. At the same time, enterprises pay too much attention to business indicators, neglect the constraints of human resource management and incentive mechanisms, and even some enterprises do not have constraints and incentive mechanisms, and a small number of enterprises have only issued basic wages to employees. Although some enterprises have established relevant reward mechanisms, they have not fully exerted their substantive functions. The relevant systems formulated have not been effectively implemented and their implementation is low. For example, when the company is on legal holidays, the employee's welfare and subsidies have not been effectively implemented, which has reduced the employee's work enthusiasm to some extent.<sup>[4]</sup>

#### **3.3 Lack of Awareness of Human Resource Management**

In the process of selecting and appointing talents through human resource management, enterprises need to formulate reasonable systems related to them according to relevant scientific policies so as to better promote the economic development of the enterprise, enhance the driving force of enterprise development, maximize the role of human resource management, and lay a good foundation for the stable development of the enterprise. Therefore, in the process of development, enterprises need to pay more attention to human resource manage-

ment, correctly understand the significance of human resource management, and fully clarify the positive role of human resource management in the process of enterprise development. In the process of development, human resources occupy a very important position, not only can effectively enhance the competitiveness of enterprises, but also provide a good guarantee for enterprises to strengthen their own strength.

However, judging from the current actual development of enterprises, most enterprises do not recognize the importance of human resource management and lack human resource management awareness. In the process of enterprise management, human resource management is not placed at the core position, and the material resource management of the enterprise is over-emphasized, which makes the development of human resources management work hindered.<sup>[5]</sup>

### **3.4 There Are Differences in the Level of Human Resource Management**

With the rapid development of China's economy and the continuous reform of the social and economic system, the government has also continuously reformed this issue. Due to the certain complexity of the employment pattern in China, the situation of enterprises is different, and the level of human resources management is also different. Judging from the current situation of enterprise human resources management, some enterprises pay more attention to the cultivation of talents, regularly organize professional skills training for employees, and improve the overall quality of employees, so as to promote the promotion of economic efficiency of enterprises. However, some enterprises have not realized the importance of human resource management for enterprise development, neglecting the important position of human resource management in the process of enterprise economic development, and then the situation of different levels of human resource management.

## **4. Reform and Innovation Measures of Enterprise Human Resource Management**

### **4.1 Innovate Human Resource Management Model**

With the continuous development of science and technology and the advent of the era of network globalization, computer technology has been integrated into people's daily life, and the application of computer technology can be seen everywhere in the work. Therefore, enterprises need to keep pace with the times, integrate human

resources management into information technology, and make human resource management tend to develop digital and data informatization. In this process, enterprises can first register the employee's personal information, use information technology, establish a complete database, and store employee information in the database. At the same time, the database needs to be stored confidentially to prevent the leakage of employee personal information. In addition, the Internet can be integrated into the human resource management system by means of the efficiency and integrity of the Internet. Through the use of the data transmission function of the Internet, employees can be trained in relevant training, and reward mechanisms can be established to conduct performance evaluation, thereby perfecting the human resources management system and laying a good foundation for the enterprise to carry out scientific and rational human resource management. At the same time, enterprises can also make full use of Internet technology to expand their positive role and achieve optimization, which enables the Internet to serve and manage human resource management, effectively improve the efficiency of human resource management, enhance the competitiveness of enterprises, and promote the stable development of enterprises.<sup>[6]</sup>

### **4.2 Establish a Reasonable Reward and Punishment System**

In general, human resource management is to optimize the allocation of human resources, so as to improve the efficiency of human resource utilization, maximize the subjective initiative and enthusiasm of employees, and effectively improve the efficiency of employees, thereby providing talent protection for the stable development of the company in the future.

From the current market development situation, enterprises can properly establish a scientific and reasonable reward and punishment system to maximize the utilization of human resources, fully explore the potential of employees, and stimulate the enthusiasm of employees, which enables employees to create positive value for the company to the greatest extent, while at the same time improving material security for itself. In the process of establishing a scientific reward and punishment mechanism, enterprises can appropriately adopt the material reward and punishment incentive mechanism, and combine the employee's work performance to make reasonable material rewards and punishments for employees. In this process, companies need to pay attention to adopt differentiated rewards and punishments to avoid the average reward and punishment situation. For example, enterprises pay wages and bonus benefits to employees,

and need to make reasonable rewards and punishments for employees' material income according to their work performance, so as to effectively mobilize employees' work enthusiasm, give full play to subjective initiative, effectively improve production efficiency, and enable employees to increase their confidence in the company.

In the process of implementing material incentives, enterprises can effectively improve the enthusiasm of employees, which shows that the reward system plays an active role in the development of enterprises. In addition, spiritual motivation can also meet the spiritual needs of employees and recognize the value employees create for the company. For example, an enterprise can award an honorary title to an employee who creates greater value for the enterprise, affirm the value created by it, and give important work to it to express its trust in the employee. At the same time, appropriate criticism is given to employees who perform poorly, thus effectively improving the enthusiasm of the overall staff and providing a solid strength for the development of the company. In addition, in the process of formulating the reward system, enterprises need to pay attention to adopting a variety of reward and punishment incentive systems to ensure the fairness of the system, thereby effectively improving the enthusiasm of employees, so that employees can fully exert their subjective initiative, which lays a good foundation for the development of human resources management and achieves the goal of maximizing the allocation of human resources.

### **4.3 Correctly Understand the Importance of Human Resource Management**

In the process of enterprise development, human resource management needs to follow the humanized management principles, and also needs to pay more attention to talents. Correctly understand the importance of human resource management, understand the positive role of human resource management in the development of enterprises, regard talents as an important part of enterprise development, and put human resources management at the center of enterprise management so as to achieve the optimal allocation of human resources, effectively mobilize the enthusiasm and enthusiasm of employees, so that they can play a subjective initiative, fully tap the potential of employees, and create greater value for the enterprise. In addition, in the process of managing human resources, enterprises need to pay attention to the concept of humanized management, give appropriate trust and dependence to employees, give full play to the value of human resources, and effectively promote the stable and sustainable development of enterprises.<sup>[7]</sup>

### **4.4 Innovate in the Development Plan of Human Resource Management**

In the process of development, in order to be able to stabilize long-term development, it is necessary to make rational planning for the human resources management system. At the same time, the company's work responsibilities and staff training and other work are scientifically planned and strictly implemented. Relevant goals and tasks are set for each stage of the plan, so that employees can fully understand their work goals and job responsibilities. In addition, enterprises need to create a good working atmosphere for employees based on their own development, and provide a large space for development, so that employees can effectively improve their enthusiasm. At the same time, In the process of human resource management, enterprises should also incorporate information technology to effectively improve the efficiency of human resource management, ensure the quality of employees' work, and help employees to enhance their sense of independent innovation, thus effectively promoting enterprises to improve economic efficiency.<sup>[8]</sup>

### **5. Conclusion**

In summary, enterprise human resource management has certain complexity and systemicity. If enterprises want to be invincible in the fierce competition, they need to carry out innovative reforms on human resource management. In the process of innovating human resource management, enterprises also need to combine the development of the enterprise itself, sum up experience, and timely discover the problems existing in the process of innovation reform and make reasonable solutions, thereby effectively improving the competitive advantage of enterprises, promoting enterprises to improve economic efficiency, and laying a good foundation for the stable development of enterprises.

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