

Existing Problems and Countermeasures in Enterprise Human Resources Management

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Abstract: In the 21st century, talent is the first and productivity. The core of enterprise development is the management of human resources in the final analysis. Enterprises must optimize the layout of qualified personnel and improve the effectiveness of human resources in order to promote the stable development of enterprises and enhance the core competitiveness of enterprises. Brain drain is not conducive to the healthy development of enterprises, enterprises should recognize the important value of talent, learn to tap talent, develop talent, use of personnel, through scientific and effective human resources management mechanism to stimulate staff enthusiasm, improve their work efficiency, the establishment of a scientific long Effective management mechanism to retain talent, make the best use of people, make the best use, and constantly improve the level of human resources management. The article mainly analyzes the common problems existing in the human resources management of our country at present stage and puts forward the concrete countermeasures.

1. The Connotation of Human Resource Management

The so-called human resource management refers to the rational allocation of human resources within the organization through recruitment, selection, use, training, assessment and incentives in order to mobilize the enthusiasm of the organization staff to create higher organizational value management goals to help organizations achieve their own The development of strategic objectives. The modern human resources management and the traditional personnel management mechanism are quite different. Specifically, the basic functions of modern human resources management include human resources Hunting, the whole insurance, development, regulation, compensation and maintenance of six aspects, human The six basic functions of resource management promote each other, rely on each other, develop each other, and optimize and upgrade the human resources of enterprises so as to lay a solid foundation for the healthy and stable development of the enterprise.

2. The Ubiquitous Problem of Enterprise Human Resource Management

With the continuous development of modern business management theory, the traditional personnel management involves a narrow range of functions and a single function, while modern human resources management reflects the characteristics of systematization, advancedness and science. However, the development time of human resource management in our country is relatively Short, many companies still remain in the traditional personnel management stage. Many enterprise managers do not pay enough attention to the importance of human resource management. When they appoint and remove employees in the human resources department, they have some randomness, which directly affects the work efficiency of the human resources department. The core concept of human resource management is to use the subject as a core element of an enterprise to enhance its overall competitiveness. The decision-making behavior and strategic planning of enterprises are all centered on human resources management. However, many enterprises lack human resources management rational cognition, supporting management philosophy and management system need to be perfected. Only the immediate short-term benefit of enterprise management cannot be achieved. It not only cannot provide favorable environment for the growth and development of enterprise talents, but also lacks the perfect encouragement mechanism. The

misunderstanding of the concept of resource management has led to the modern form of human resource management, which has not been truly understood and applied.

Business development, organizational development and technological development are supported by qualified personnel. Talents are an important part of the overall competitiveness of enterprises. Enterprises must take talent as the starting point for their strategic layout. However, many enterprises in our country have not yet realized the importance of human resource management to the development of enterprises and neglected the planning of human resources. If the enterprise managers, especially human resources managers do not fully understand the human resources of enterprises, and cannot understand how HR system implements the enterprise's development strategy, it is difficult for the enterprise's human resources planning to be integrated into the enterprise's strategic planning. In addition, many enterprise managers do not fully consider whether human resources management can promote the development of enterprises when planning their development strategies. Therefore, in the actual implementation of overall strategic planning, there is a gap between human resource needs and supply Big deviation.

In theory, human resources management personnel recruitment need to develop a recruitment plan, the implementation of the standard recruitment process, but many companies in order to achieve short-term economic efficiency, lower input costs in personnel recruitment, usually single recruitment, interview is simple, Recruitment of personnel to be treated differently, leading to the waste of human resources. Some enterprises, especially small and medium-sized enterprises, have fewer resources and are not attractive enough to hire talents in the recruitment process. Although many enterprises are aware of the importance of personnel training, most enterprises do not have a system because they need to invest a relatively high cost for example, many enterprises do not have a special management department and do not have a professional training program. There is a lack of a uniform standard in training funds, and the funding budget is not clear. Facts have proved that enterprises are more willing to increase investment in equipment maintenance, product development, marketing and other modules that can directly create operational efficiency, ignoring the investment in human resources.

3. The Strategy to Improve the Effectiveness of Human Resources Management

In view of the existing problems of human resources management in enterprises, it can be improved from the following aspects to improve the effectiveness of human resources management in enterprises;

The concept of backwardness is an important factor restricting the development of human resource management. Therefore, enterprises should improve their cognition of human resource management and fully realize the importance of human resource management. Enterprises to change their concepts, not only refers to personnel with highly educated, high-level technical staff, internal staff also belong to the category of human resources, as long as the enterprise can bring economic benefits of proliferation, no matter what position are the company's personnel, can reflect the value of its talent. Do a good job of scientific human resources strategic planning, optimization of human resources allocation. When implementing human resources planning, enterprises should fully recognize the changes of internal and external environment in which enterprises are located, improve the pertinence of human resources planning, provide scientific supply demand assessment and prediction for human resources of enterprises, and ensure that human resources management and business strategies of enterprises are maintained consistent. For example, enterprises should adopt a low-cost strategy, then human resources management should strictly control the cost of management and even lay down specific layoff plans if necessary to ensure the implementation of low-cost development strategy.

Enterprise staff training is a basic work of human resource management. Enterprises should change their previous problems of insufficient attention to staff training and innovative staff training mode. First, the concept of innovative training should be innovated. When carrying out employee training, enterprises should not only train their employees in skills, but also strengthen their corporate culture and team awareness training. The training targets not only target new employees,

but also provide targeted training to serving employees. Second, the training responsibilities are transferred to all departments. Human resources management is not only the responsibility of the personnel management department, but also the management of other departments of the enterprise. Generally, human resources department conducts pre-service training and corporate culture training for employees. However, other work skills and skills require training directly under the department. Departmental managers reinforce the training and management of employees and encourage employees to perform their duties more earnestly. Third, improve employee initiative and enthusiasm in training activities. The traditional staff training staff in a passive state of acceptance, the passive implementation of the instruction of trainers in training activities, resulting in their lack of interest in training activities, and will have a sense of dependency on trainers, resulting in greatly reduced the effectiveness of staff training. Staff training should continue to innovate in training methods, through a variety of means, targeted content to stimulate the enthusiasm of staff, take the initiative to solicit staff opinions on this basis to develop staff training programs so that employees really understand that corporate training on their own career planning the important role. The traditional staff training is to focus staff to a professional training room for training, resulting in staff enthusiasm is not high, a direct impact on training effectiveness. Human resources management should innovate the form of training and improve the practicality of the training process, taking full account of such factors as occupational skills learning, cooperative awareness building and self-improvement of staff.

Corporate culture in the process of enterprise development is invisible, but it is the soul of enterprise development, human resources management is also an important guiding factor, so companies should create an innovative corporate culture. On the one hand, we advocate innovative practices in management mechanism, cultivate innovative employees, innovate organizational structure, change the level of enterprise management in traditional machinery, and establish a communication mechanism covering all employees in the enterprise to create a more free and democratic organizational structure to stimulate The enthusiasm of employees to take the initiative to create a good cultural atmosphere. For example, employees make specific comments or suggestions on their own posts. Managers should give full consideration to and give feedbacks so that employees feel valued and respected. On the other hand, it is necessary to cultivate the sense of ownership of employees, encourage and guide employees to integrate their own career development with the operation and development of the organization, and encourage them to work more actively and proactively. They also stimulate the subjectiveness of employees under the direct participation mechanism Initiative, to provide a broader space for development.

As the most direct and effective incentive measure in human resource management, salary management will have a direct impact on the enthusiasm of employees, the effectiveness of human resources management and the operating efficiency of enterprises. It is very important to establish a scientific and reasonable salary management system. Human resources management personnel should boldly reform the previous compensation management system of the enterprise and better adapt to the development of the enterprise. On the one hand, it is necessary to establish a market-oriented compensation management system, refer to the market price for fixed salary, and appropriately increase the weight for the theme posts and research and development positions so that the salaries of technicians approach or even exceed the market average level; reduce the salaries of ordinary posts, Encourage talent by attracting talent through differentiated pay and benefits. On the other hand, the salary form is mainly based on the position salary, and on the basis of the specific post responsibilities, the salary standards for the positions of the enterprise managers and professional and technical personnel are formulated. Wages differ according to the technical level so as to motivate the employees to continuously improve their own Technical level, in order to obtain a more reasonable pay compensation.

4. Conclusion

In the process of enterprise development, sound and scientific human resources management is the basis for guaranteeing the stable development of enterprises, arousing the enthusiasm of

employees and improving the operating efficiency of enterprises. Therefore, enterprises should carry out efficient human resources management according to their actual conditions. Business managers should change their concepts, human resources management on the strategic level of enterprise development, and human resources managers have to develop a more systematic and comprehensive human resources planning, the focus will be on the full development of knowledge-based employees up; Improve the effectiveness of human resources management by innovating the staff training model, creating an innovative corporate culture and reforming the salary management system. To sum up, human resources management should sum up the past, analyze the present, predict the future, make timely adjustments as the business environment changes, strive to innovate, and contribute to realizing the overall business strategy goals of the enterprise.

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