

Analysis of Enterprise Strategic Human Resource Management Based on Execution Ability

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Abstract: In the era of knowledge economy and economic globalization, the shortage of talents is a worldwide problem. Human resource management plays a very important role in organizational performance. How to do a good job in human resources management has become a problem that must be considered in the operation and development of modern enterprises. In the market competition, if the enterprise is at a disadvantage, it is likely that the execution ability of the employees is not in place. Enterprise strategic decision-making ability and enterprise execution ability are two important symbols reflecting enterprise survival and development ability. The incentives for the lack of executive power in the current human resource management of Chinese enterprises are mainly concentrated on the imperfections of internal systems. Its corporate culture, organizational structure, and management system are not in line with the rules of human resources management. This paper explores the issue of conducting in-depth research on corporate strategic human resource management based on execution, explores how to provide long-term power support for enterprise development, and then lays the foundation for the smooth development of enterprises.

1. Introduction

With the new opportunities brought by economic globalization and new scientific and technological revolution for human development, it provides a new platform for the release of human capabilities. In the era of knowledge economy and economic globalization, the shortage of talents is a worldwide problem [1]. Human resource management plays a very important role in organizational performance, and there are many empirical studies on the relationship between them. Human resource management has gradually become the core content of modern enterprise management [2]. Based on the analysis of the functions of enterprises, combined with the current situation and development goals of enterprises, the rational allocation of human resources of enterprises is carried out [3]. At the same time, an independent human resources management department is set up to organize internal staff to participate in learning activities. Implement an individual performance appraisal system for corporate personnel, and objectively evaluate each employee's work status and work performance. How to do a good job in human resource management has become a problem that must be considered in the development of modern enterprise [4]. In the market competition, if the company is in a disadvantage, it is likely that the execution ability of the employees is not in place. When the company's executive power is improved, it will lead the peers in all aspects.

The construction of a new human resource management system has increased the execution of human resource management and regarded human resources as one of the important implementers of corporate strategy development [5]. Reasonable deployment of enterprise personnel has stimulated the enthusiasm of enterprise personnel and improved the efficiency of enterprise personnel. Most of China's enterprises are still in their infancy. Many have not implemented strategic human resource development and management, and still stay in the traditional routine transaction management. It is obviously unable to adapt to the needs of the knowledge economy [6]. Whether the execution is in place reflects not only the overall quality of the enterprise, but also the concept, quality and mentality of the management leadership. There are still some deficiencies in

the research on the mechanism of human resources management on enterprise performance. Enterprises still face many problems in improving enterprise performance through systematic human resources management practice. Although many domestic enterprises have realized the importance of strategic human resource management [7]. However, due to the limitation of executive power, the advantages of this advanced management concept have not been brought into full play. It is imperative to actively enhance the executive power of enterprises in order to continuously improve the effectiveness of strategic human resources management.

2. Materials and Methods

The so-called executive ability to put strategic planning into practice can be said that executive power is a kind of ability to "complete tasks." For a company, executive power is a strategic capability that is first mastered and implemented by business leaders and drives the entire organization. Although our enterprises have recognized the importance of strategy, they lack the ability to execute. As a result, even if a scientific and rational strategic plan is formulated, it will not be able to be implemented in the end, and eventually it will fall short [8]. Enterprise executive power is one of the key factors affecting business performance, and it is a management practice with clear and significant correlation with the success or failure of the enterprise. At present, most enterprises in China are aware of the importance of human resource management, and draw on the human resources model of large enterprises to carry out internal reforms. The lag of human resources management implementation system leads to the implementation of human resources management work without rules. There is no standardized thinking and process to refer to, which leads to the situation under the executive power. The internal system of the enterprise is seriously lacking, and the shareholders themselves do not trust the operation of the enterprise, nor can they authorize it.

In the fierce competition among modern enterprises, the lack of executive power will have a serious impact on the operation and development of enterprises. Data mining process in financial analysis is generally composed of five main stages: determining the object of financial analysis, data preparation, data mining, result analysis and knowledge assimilation, as shown in Figure 1.

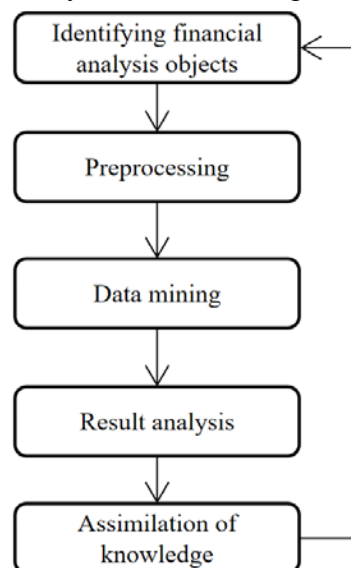


Fig.1. Data mining process in financial analysis and management

The application of executive power in enterprise human resources management is not simple, and it has strong technical and operational nature. The application of executive power is a complete process, which can follow up the development goals of enterprises in real time and implement the personnel responsibility system of enterprises. Institutionalization is the basis of sustainable development of enterprises, but the flexibility and inclusiveness of this stage are limited. In the stage of institutionalization, enterprises must transit to the stage of cultural rooting in order to

improve their execution ability to a new stage. The stage of institutionalization is the stage of cultural assimilation, and the system is the concrete embodiment of culture. Execution is the core element of corporate culture. The ultimate goal of effective execution is to establish an execution culture within the enterprise. This culture is based on the dynamic interactive organizational model of enterprises. The values embodied in this organizational model are the core of corporate culture. There is no effective propaganda method in the implementation of the human resources management system, and there is no clear evaluation system for the implementation of the patient [9]. As a result, the implementation of management policies by middle and low-level cadres within the enterprise is not active enough, and the execution motivation of employees is even more lacking. Enterprise human resource management is responsible for the effective development and utilization of human resources. It plays an important role in the cultivation and promotion of corporate execution.

3. Result Analysis and Discussion

In order to solve the problem of strategic human resource management based on execution, it is necessary to start with the personnel process management of enterprises. Fundamentally standardize the working mode of enterprise personnel and formulate the disciplined strategy of enterprise execution. Combining the culture of enterprise execution and the structure of enterprise development, strategic human resource management based on execution will play a fundamental role. There are many processes in an organization, such as procurement process, sales process, new product development process, after-sales service process, financial process, etc. To build an executive organization, it is necessary to restructure the workflow to focus on the future rather than the past. There are many companies that have failed in this area, and some companies have set a good example. Microsoft is one of them. At present, the human resources management departments of most enterprises still rely on face-to-face communication when performing their work, which greatly limits the communication efficiency. If the business situation of the company is not optimistic and the competitiveness of the company is not improved, it is very likely that the executive power of the company and the staff are insufficient. When the executive power of the company is improved, its business results will often improve significantly, and the market competitiveness will be further enhanced.

Since the reform and opening up, although Chinese enterprises have undergone a series of reforms, the human resources management work has never received the attention it deserves. Most companies still believe that human resource management is "personnel management", that is, simple personnel transfer, personnel file processing and recruitment. Leaders are not only focused on selection, but more importantly on training. Develop high-potential talents found through talent assessment and follow-up assessment. In what areas do they need to strengthen, and where they need to be further developed, it is necessary to focus on this. When some people fail to meet the requirements, they should be properly handled, or transferred to a lower position, or let them leave the company [10]. The task of the personnel process is to distinguish the two situations. Corporate culture is the fundamental values, beliefs and behavioral norms of an enterprise, which has the functions of stimulation, restraint and cohesion. Before constructing the organization of enterprise strategic human resource management, we should first fully clarify the strategic development goals of the enterprise. Examine the internal and external development environment of enterprises, and formulate a clear strategic human resources management plan.

In order to better study the impact of human resources management on various factors, the demonstration part adopts the idea of normalization of human resources management level. Manpower management is divided into five sections, as shown in Table 1. The relationship between normalized value and enterprise strategy is shown in Figure 2.

Table 1 Human management degree allocation table

Corporate strategy indicator	0-20	20-40	40-60	60-80	80-100
Normalized value	0.3	0.35	0.4	0.45	0.5

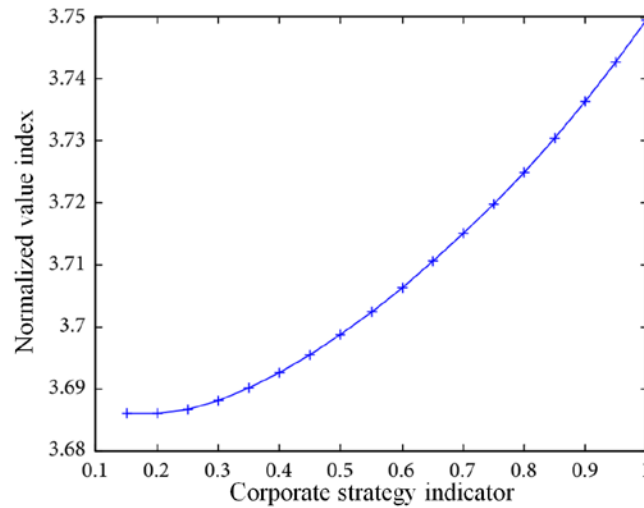


Fig.2. Normalized value and corporate strategic relationship

The incentives for the lack of executive power in the current human resource management of Chinese enterprises are mainly concentrated on the imperfections of internal systems. Its corporate culture, organizational structure, and management system are not in line with the rules of human resources management. In the executive organization, the role of the human resources department has changed a lot. At this time, human resources management is no longer limited to the management of personnel files and personnel transfer and transfer procedures. Or perform a task at the manager's death. It is integrated into the company's operational processes. Combined with activities such as strategy, operation, and evaluation. Enterprise strategic decision-making ability and enterprise execution ability are two important indicators that reflect the company's ability to survive and develop. In the corporate culture that advocates execution, execution is not regarded as trivial micro-management, but as an important job and skill for all employees, including business leaders. On the basis of meeting the strategic development goals of enterprises and defining the orientation of strategic human resources management of enterprises. According to the existing human resources conditions of enterprises, the strategic human resources development plan is formulated. Planning the types of human resources, recruitment methods and training modes that are currently in short supply. To find out the solutions and implementation methods for the unreasonable human resource allocation in enterprises at present.

4. Conclusions

Enterprise executive power has a decisive impact on the implementation effect of enterprise strategic human resources management. The lack of enterprise executive power is one of the main reasons that restrict the effectiveness of enterprise strategic human resources management. The execution ability of human resource management strategy of enterprises is the main influencing factor of its development. We should reform the internal system and human resource management itself, optimize the staffing and improve the corporate culture. Human resource management, as the core development strategy of enterprises, can improve the competitiveness of enterprises. On the basis of executive power, we can find out the competitive advantages of enterprises by deeply studying the strategic human resource management of enterprises. Provide long-term power support for enterprise development, and then lay the foundation for the smooth development of the company. The executive power of the company is fundamentally derived from all employees of the company, especially the management team and core talents from the company. To improve the strategic human resources management execution of enterprises should start from strengthening the strategic human resources management implementation organizational structure, improving the enterprise strategic human resource management system and the innovation and improvement strategy human resource management execution strategy.

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