

# Research on the Reform and Innovation of Human Resource Management in Enterprises in the New Era

Qi Yang, Hua Zheng, Long Lu

Haojing College of Shaanxi University of Science & Technology, Xianyang 712046, China

yangqi532597789@126.com

**Keywords:** human resources; enterprise model; innovation

**Abstract:** Under the condition of large-scale production in modern society, the trend of enterprise innovation strategy is obvious. How to manage human resources or human capital innovation has become one of the most important core competitiveness of enterprises. It is the fundamental way to improve the service quality and production level of enterprises, as well as the basic guarantee for future development. If an enterprise wants to gain advantages in the fierce competition of the current market economy, it must innovate and reform its own human resources management mode, make it more compatible with the production relations of modern society, effectively stimulate and mobilize the enthusiasm and initiative of employees, actively mobilize various elements of human resources, and serve the production management of enterprises.

## 1. Introduction

The development of enterprises can not be separated from the support and innovation of people. Human resource management innovation refers to a process in which enterprises should keep pace with the times in terms of human resource management concepts and means, so as to improve the level of human resource management. This work is very important for enterprises. In the current fierce market competition, people are playing a more and more important role, that is, the competition between enterprises is essentially the competition of human resources, and ultimately the competition of human resources management innovation. However, many enterprises in China have a long way to go in terms of human resources management innovation. Essentially, this work is becoming more and more important for enterprises. It is necessary to strengthen the understanding and analysis of human resources management, master the basic strategies of human resources management innovation, and start from every employee, so as to achieve a better development of this work, and lay a good foundation for the better development of enterprises through the continuous innovation of human resources management.

## 2. The Dilemma of Human Resource Management Reform and Innovation in the New Era

### 2.1 Neglect of Management Innovation by Enterprise Human Resource Management

In the new era, the problems of human resource management in enterprises mainly lie in the lack of innovation in the mode of human resource management. Nowadays, in most enterprises, managers engaged in human resource management are not aware of the importance of innovating the human resource management model first. Therefore, they still like to use the traditional human resource management model to conduct command work in their daily management work. In the new era, this mode of work has been unable to effectively tap and cultivate the needs of talents for enterprises, and the traditional mode of human resources work has been unable to do a good job in the processing of large data human resources, so it is not conducive to the development of enterprises if human resources managers in enterprises still follow the traditional mode of work and working concept.

## **2.2 High-Level Enterprises are Not Innovative Enough in the Implementation of Human Resources Management**

Under the background of the new era, the traditional mode of human resources operation can no longer meet the needs of the development of enterprises in the new era. The amount of data and information processing in human resources management of enterprises is increasing. The traditional working methods mainly depend on manual processing need not only to consume a lot of time and energy to complete a series of data processing work, but also to improve the efficiency of human resources management. And because the human resources management work with heavy workload is often prone to information distortion and the lack of timely access to human resources, leading to enterprises unable to timely meet the effective supplement of the demand for human resources affecting the operation and development of enterprises, so in this case, we must carry out effective innovation in human resources work in order to cope with the human resources management work in the new era. Job changes and job requirements.

## **2.3 Difficulties in Transforming Inherent Working Mode**

The deep-rooted traditional human resources management mode in enterprises will cause the difficulty of innovation of human resources management mode in enterprises to deepen. Once an idea or a job is engaged in for a long time, people will have habits to the job, and the enterprise is also led by people. Therefore, once a certain work mode in the enterprise is formed, the staff will have habits to the work mode, which will lead to the habits of the enterprise to the work mode. Therefore, the enterprise's human resources management thinking To carry out effective innovation, we are faced with the obstacle of this problem. Enterprises have become heavily dependent and habitual on the traditional methods of human resources work, which is a difficult problem to solve. Enterprise leaders and human resources managers need to break through the influence of outmoded ideas and actively innovate.

## **3. Innovative Characteristics of Human Resource Management**

Human resource management innovation in enterprises has become a routine work in the field of human resource management. For enterprises, the characteristics of human resource management innovation mainly focus on the following two aspects:

### **3.1 Precise Control of Human Resource Management Cost Output**

Precise control of human resource cost output is one of the main characteristics of human resource management innovation and Reform in enterprises. With the rising cost of human resources management, the proportion of human resources cost in the overall cost expenditure of enterprises is getting higher and higher. How to control the cost of human resources management accurately and improve the operating efficiency of enterprises has become an important point in the management of enterprises. Through human resources management innovation, to maximize the enthusiasm of employees, to build a reasonable number and structure of human resources team for the development of enterprises, will effectively control the cost of human resources, and bring about improvements in business returns.

### **3.2 Mobilizing the Enthusiasm, Initiative and Creativity of Employees**

Human resource management innovation plays a positive role in stimulating employees' enthusiasm, initiative and creativity. In the production and operation activities of enterprises, the level of employees' work enthusiasm will have a direct impact on the degree of work completion and achievement of performance tasks. Human resources management innovation is to change the current inefficient human resources management mode, to maximize the job satisfaction and enthusiasm of employees. For employees, different human resource management strategies have different effects in stimulating their work enthusiasm, which is the significance of human resource management innovation.

#### **4. The Purpose of Human Resource Management is to Build Knowledge Workers**

With the advent of the new economic era, the direction of technological revolution is also changing, that is, from capital-intensive technology to knowledge, intelligence and technology-intensive fundamental change. Because talent can play a very important role in capital appreciation, and can bring abundant returns and benefits, capital creation has become a crazy pursuit of excellent human resources to serve them. It is inevitable for talent to choose capital knowledge and talent employment capital. Therefore, in the actual production process, enterprises must recognize the contribution and value of knowledge workers, so the history of unilateral capital participation in profit sharing is gone forever, knowledge innovators and professional entrepreneurs have the right to claim surplus value.

#### **5. Ways to Innovation and Reform of Human Resources Management**

There are several ways to innovate and reform human resources management, such as cultivating global concept, fostering collaboration and teamwork spirit, cultivating effective global communication, developing global managers and global knowledge workers, improving the contribution of business units to global performance, establishing a new global incentive mechanism to adapt to the new strategy, establishing enterprises through institutional arrangements and cross-cultural training. Trust between different business departments, different companies and different cultures.

##### **5.1 The Strategic Position of Human Resource Management Innovation is Clearly Defined by The Top Management of Enterprises.**

The importance and value of human resource management innovation need the high attention of enterprise leadership, and as an important part of enterprise strategy, human resource management can play a strategic support and leadership role for enterprise innovation and development. Establishing human resource management as a strategic position requires that the principle of people-oriented be applied to enterprise human resource management, changing the traditional way of transactional management, developing its ability, knowledge, intelligence and experience in an all-round way centered on employees, attaching importance to retraining the skills and qualities of employees, and building an incentive mechanism to gradually improve the welfare benefits of employees so as to enable the value of employees to be realized. Promote and retain valuable employees.

##### **5.2 Improve the Management Ability and Comprehensive Ability of Human Resource Management Personnel in Enterprises.**

Enterprises also need to pay attention to the introduction of relevant human resources management personnel, focusing on the introduction of human resources management personnel with good innovative ability and rich work experience. At the same time, they need to strengthen the necessary training of human resources management personnel in innovation, so that human resources management personnel can better possess the indispensable ability and elements to carry out this work. Then it provides a good ability guarantee for the innovation of human resources management. In the aspect of human resources management innovation training, enterprises can invite experts and scholars in the field of human resources management innovation to teach, and formulate specific means of human resources management innovation in the light of enterprises' own situation, so as to help enterprises clarify the basic direction and specific practices of human resources management innovation in the future, so as to realize the continuous improvement of human resources management level.

##### **5.3 Innovation of Human Resource Management Model by Internet**

Traditional human resource management methods alone are increasingly unsuitable for the needs of rapid human resource flow and dynamic adjustment in modern enterprises. In the era of information network, human resource management by means of Internet is an objective need to adapt to the new environment and trend of human resources. For example, the archives work of

enterprise employees can be managed by means of the Internet, which can not only improve the efficiency of archives information collection and processing, but also make it more convenient to use and query. Enterprises can also use the Internet to employee training. Building a network platform for employee training based on the network platform can enable employees to learn independently. At the same time, it can also use the Internet platform to personalize and diversify the management of employees, thus changing the traditional enterprise management structure and facilitating the communication between employees and management, which more reflects the human being. The principle of being fundamental. In addition, the most important thing is to use the Internet to enable employees to participate in business decision-making, which can improve the cohesion and decision-making identity of enterprises, and thus better promote the development of enterprises. In a word, introducing Internet means into human resources management can promote the optimization of human resources allocation and maximize the value of human resources.

#### **5.4 Creating a New and Innovative Enterprise Culture**

In the context of the new era, innovation has become the direction of this time. The development of enterprises also needs this innovative concept to drive. The talent view of enterprises is the core of enterprise culture and management. The innovation of enterprise human resources management must be established under the condition of innovating enterprise culture. Enterprises should strive to create an open environment full of inspiration and innovation, which is conducive to invention, creation and future technological research and prospects of enterprises, and advocate challenging thinking. Challenging thinking encourages employees to question the status quo and constantly think and innovate. Set common goals.

#### **5.5 Establishing and Perfecting Scientific Staff Reward System**

To construct incentive mechanism is to fully mobilize and bring into play the enthusiasm, initiative and creativity of employees. To construct and improve the scientific incentive mechanism for employees, we should start from the following aspects. Firstly, in the recruitment stage of enterprises, we should make a scientific plan for the allocation of talents. Enterprises must make clear what kind of posts need what kind of talents, and convert them into operable quantities. Secondly, incentive accounting mechanism should be introduced in wage accounting, according to the staff.

### **6. Conclusion**

In the new economic era, the environment changes faster and faster, which brings many uncertain factors to the development of enterprises. Therefore, in the new century economic era, talents have to think about their career planning and career at all times. Enterprises should reform and innovate their previous human resource management model, change their thinking flexibly and appropriately, and form a united front for the career planning of employees and the development of enterprises, so that employees and enterprises can take risks together. At the same time, it also enables employees to enjoy the achievements of the enterprise. The new era is the era of knowledge and economy, as well as the era of human resources. Human resources innovation for enterprises will become the basis for their survival and the source of power for their development.

### **References**

- [1] Li Jiayang, Chen Yan. How to improve the level of human resource management in enterprises under the new normal economic situation [J]. Management and Science and Technology of Small and Medium-sized Enterprises (Previous Periodicals), 2019 (01): 1-2.
- [2] Wang Juan. Research on Technological Innovation Path of Technological SMEs from the Perspective of Knowledge Management [J]. Research on Technological Economy and Management, 2018 (12): 51-54+8.
- [3] Liu Ruihua. Innovative thinking on human resource management of enterprises in the era of big data [J]. Modern industrial economy and informatization, 2018,8(16): 75-76.