

Analysis on Methods of Human Resource Management in Enterprises under the New Social Security Law

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Abstract: With the continuous development of the times, China's social security work has made tremendous progress. In recent years, in order to further optimize the social security of the people, China has promulgated the new social security law, which provides more explicit provisions for the medical care, pension and other aspects of security of the people. Under the implementation of the new social security law, enterprises in China need to face more problems in human resources management. The relevant provisions of the new social security law need to be fully integrated to ensure that the human resources management of enterprises and the social security of employees can be effectively guaranteed. This paper analyzes the basic connotation of the new social security law and the significance of its implementation, and study how enterprises should do a good job in human resources management under the background of the new social security law.

Today, with the rapid development of economy and culture in China, the state pays more and more attention to the development of social security for the people. In the context of the new era, China promulgated the new social security law, aiming at further optimizing the livelihood environment of our country and more adapting to the needs of socialist development. Under the background of the promulgation and implementation of the new social security law, the development of human resources management of enterprises in China is also facing new problems and challenges, which need to be further optimized under new constraints to provide a stable environment for the development of enterprises, and at the same time to give employees a good basic social security and improve the living standards of the whole staff.

1. The Connotation and implementation significance of the new social security law

1.1 Introduction to the essential and related content of the new social security law

In the new era, China has further improved and supplemented the social security law, and promulgated and implemented the new social security law. The new social security law is mainly to provide detailed regulations on the protection of all aspects of the basic life of our people, including a series of social insurance related to the daily life of the people, such as maternity insurance, medical insurance, and pension insurance, which covers all aspects of the lives of our people. The new social security law stipulates the various expenses in the relevant social insurance clearly. For enterprises, it is necessary to pay a certain amount of relevant expenses for employees. In the process, the people in China have the right to supervise the relevant insurance departments and the social insurance services provided by enterprises. It is clearly stated in the new social security law that enterprises need to bear part of the social insurance expenses for the staff in accordance with the law, which is the obligation of the enterprise. Enterprises who is failure to bear part of the social insurance expenses for the staff require to bear relevant legal responsibilities.

1.2 Significance of the implementation of the new social security law

Since the promulgation and implementation of the new social security law, the state has carried out more in-depth optimization and improvement of the basic living security of the people from the legal level. Compared with the old social security law, the new social security law has a clearer definition of the company's responsibilities. Under the new situation, enterprises need to provide more basic

guarantees for employees and guarantee the legitimate rights and interests of employees, which is the obligation of enterprises in the new social security law. In addition, the new social security law has more clear regulations on the responsibilities and obligations of employees. Under the implementation of the new social security law, there is a clearer solution to the insurance service dispute between enterprises and employees, which can be solved by the relevant departments through the new social security law. Before that, due to the lack of relevant laws and regulations, it is often difficult to resolve such problems. The promulgation and implementation of the new social security law provides more clear and detailed regulations for enterprises and employees, which can help employees and enterprises solve problems related to social insurance services effectively, so that enterprises and employees can have laws to abide by, which fully reflects the basic national policy of governing the country by law.

2. Analysis of human resource management in enterprises under the new social security law

2.1 To strengthen the level of legalized management in human resources management

Under the background of the implementation of the new social security law, it is necessary to ensure the improvement of the legalization level of human resources management in enterprises. In the current social context, enterprises are usually faced with the obligation to provide employees with corresponding basic social security. In this process, enterprises are often faced with labor disputes in the payment of social insurance premiums for employees. Based on this situation, human resources of enterprises should be fully aware of the application of the new social security law to make in-depth research and effective regulations on paying social security for employees, and adjust the management mode reasonably. For the phenomenon of insufficient or non-payment of social security for employees in relevant enterprises, severe punishment shall be imposed according to relevant laws and regulations. Therefore, department of human resources management in enterprises should always pay attention to the legalization of management and focus on providing employees with their due treatment and welfare protection according to the relevant provisions of the new social security law. Moreover, it is necessary to establish an effective management mechanism of employee social security and carry out the management strictly in accordance with the new social security law to improve its legality.

2.2 To focus on optimizing the management strategy of human resources based on the current development of enterprise

Under the circumstances of the implementation of the new social security law, the basic social security of the people in China has been greatly improved. However, there are still related problems. For example, in the face of people with unstable jobs, there will be some problems in dealing with social insurance problems between enterprises and them. Under normal circumstances, it is not possible for employees to effectively protect their own interests, and it is not conducive to the stable environment of enterprises. Therefore, in the context of the implementation of the new social security law, the department of human resources needs to further optimize the needs and the enterprise environment and make more systematic optimization. And the department of human resources in the enterprise can manage the personal data of the employees of the enterprise in a unified manner. In this way, the level of the endowment insurance of the employees is clearly divided. At the same time, it optimizes the related medical treatment and reimbursement standards of employees in different places and provides freedom for the flow of human resources in enterprises. In the context of the implementation of the new social security law, companies should pay more attention to the systematic management of employees to ensure that more problems can be more intuitive and more appropriate solutions can be found. Under the background of the new social security law, the management environment of human resource in the enterprises needs to be organically combined with the specific status of the enterprise to facilitate effective management.

2.3 To be aware of the unification of social insurance and to improve the unity of human resources management in enterprises

In the previous social security law, there were major flaws in the punishment and strength of the illegal social insurance, which directly led some enterprises to reduce costs in the management of the employer and to use the excess cost of employment for the development of enterprises. There are big problems in the payment of social insurance premiums for employees, and there even exists the phenomenon of non-payment, which seriously affects the stability of competition in modern enterprises and also murders the legitimate rights and interests of employees. Under the background of the implementation of the new social security, enterprises must realize that it is their own legal obligation to provide the corresponding basic guarantee for employees. It is necessary to pay more attention to the unified management of employees' social insurance and realize their own responsibilities. Relevant departments also need to strengthen supervision over enterprises, and encourage employees to participate in the supervision actively. Enterprises that fail to pay social insurance fees for employees in accordance with the law are severely punished according to legal provisions to protect employees' basic social security and their legitimate rights and interests.

2.4 To establish an effective supervision mechanism and encourage employees to participate in the supervision of social security payment management

In the context of the implementation of the new social security system, the human resources management of enterprises should pay more attention to the role played by employees, and encourage employees to take an active part in social insurance payment. In this process, enterprises should attach importance to effective management and standardize the social security payment. On the one hand, enterprises should organize employees to become supervisory bodies to supervise the implementation of social security fees and basic welfare for employees in their daily work; on the other hand, enterprises should also play a supervisory role to mobilize employees to pay social security fees in accordance with regulations actively, and set effective management standards to improve the standardization of social security payment process.

3. Conclusion

Under the current social background, the promulgation and implementation of the new social security law has improved the basic living security of the people in China effectively and provided more security for people's daily life. Thus, enterprises should be aware of the effectiveness of the new social security law in improving the internal human resources management to strengthen the legalization and unification of the system and ensure that the legitimate rights and interests of employees and enterprises can be effectively guaranteed.

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