

## Strategic Human Resource Management Based on Work Quality and Its Theoretical Basis

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**Abstract:** the Market Competition Environment Has More Comprehensive Requirements for the Diversification of Enterprise Functions and Quality Conditions in the Existing Urban Economic Construction System, Especially for the Competition of Talents, Which Has Become a Condition That Has Been Paid More Attention to in the Existing Market Environment. the Reliability and Rationality of Human Resources Planning Are Directly Related to the Success or Failure of the Whole Human Resources Management Work. the Planning of Staff Flow Depends Not Only on the Established Strategy, But Also on the Analysis and Judgment of the Future. the Reliability and Rationality of Planning Are Directly Related to the Success or Failure of the Whole Human Resource Management. Strategic Human Resource Management is a New Research Field. Although It is Highly Praised by Enterprises At Home and Abroad, the Research on Strategic Human Resource Management Function is Still in the Exploration Stage. Based on the Perspective of Work Quality, This Paper Analyzes the Theoretical Basis of Strategic Human Resource Management, and Puts Forward Some Ideas on the Establishment of Strategic Human Resource Management, Hoping to Play an Enlightening Role.

### 1. Introduction

Under the Background of Global Economic Integration and in-Depth Development of Market Economy, Market Competition is Becoming Increasingly White-Hot. Enterprise Development Cannot Be Separated from the Effective Coordination of Human Resources Environment, and Cannot Be Separated from the Implementation of Enterprise Development Strategies. Strategic Resource Management Formed by the Integration of the Two Has the Advantages of Conforming to Enterprise Development [1]. Enterprise Human Resources Managers Are Gradually Freed from Operational and Administrative Affairs and Are More Engaged in Strategic Human Resources Management. No Enterprise Can Have Unlimited Resources, and the Rational Allocation of Existing Resources Determines the Success or Failure of Various Major Business Activities of the Enterprise [2]. the Globalization of Competition, the Rapid Development of Information Technology, the Continuous Changes in Customer Orientation and Customer Needs, and the Rise of Knowledge Economy Have Made Enterprises Face Unprecedented Changes and Fierce Competition, and Have Also Made Enterprises Pay More Attention to Cultivating Their Own Core Competitiveness [3]. When Considering Such Strategic Issues as Which New Products an Enterprise Enters, Whether It Enters the International Market, Whether It Expands Its Business Scale or Whether It Carries out Diversified Operations, Enterprise Strategists Must Fully Consider the Existing Resources of the Enterprise [4]. the Development and Management of Manpower Plays a Particularly Important Role, Emphasizing the Harmonious Development of Man and Economy, and Paying Special Attention to the Development of Human Potential. Human Resources Management, on the Premise of Attaching Importance to the Development of Human Potential, Further Improves the Overall Quality of Human Beings and Enhances Their Comprehensive Capabilities [5].

Due to the Value-Added, Rarity, and Difficulty of Duplication of Human Resources and Human Resource Management in the Cultivation of Corporate Core Competitiveness, People Have Gradually Paid Attention to the Important Role of Human Resources and Human Resource Management in the Development of Enterprises. under the Background of Globalization, the

Organizational Environment Increasingly Complex and Increasingly Competitive Pressures, to Successfully Respond to Changes Requires Enhancing the Strategic Flexibility of the Organization [6]. the Key Factors Affecting the Competitiveness of Enterprises Are the Unique Human Resources and Knowledge Capital of the Enterprises. These Two Factors Are Directly Related to the Survival and Development of the Enterprise [7]. According to the Process of Human Resource Planning, an Enterprise Human Resource Planning Model Library Including Human Resource Demand Forecast, Human Resource Supply Forecast, and Human Resource Supply and Demand Balance Decision Model Was Constructed [8]. the Construction of a New Human Resource Management System Has Increased the Executive Power of Corporate Human Resource Management and Made Human Resources One of the Important Actors in the Development of Corporate Strategy [9]. Human Resources Have Begun to Become the First Resource of an Enterprise, and Human Resource Management Has Also Become a Very Important Function of Enterprise Management [10]. This Article Analyzes the Relevant Theoretical Basis of Strategic Human Resource Management from the Perspective of Job Quality, and Puts Forward Some Ideas for Establishing Strategic Human Resource Management, Hoping to Have Inspirational Meaning.

## 2. The Role of Strategic Human Resources Management

Attracting Qualified Job Seekers Requires Not Only a Detailed Recruitment Plan, But Also Matching Labor Remuneration and Reasonable Development Space. the Development and Progress of an Organization is the Result of the Continuous Interaction and Collaborative Evolution between Organizational Strategy and Organizational Environment. Today's Organizational Environment Has Undergone and Continues to Undergo Major Changes. the Training Work of the Enterprise Includes Employee Induction Training, Employee Professional Training and Other Types. the System Needs to Support the Information Processing of the Training Work, and Can Determine the List of Participants, Arrange the Training Schedule and Other Businesses through the System. Human Resources Planning is an Integral Part of Enterprise Strategic Planning and is the Foundation and Basis for Enterprises to Carry out Various Human Resources Work. Enterprises Need to Formulate Their Human Resources Planning According to the Overall Strategic Planning, and They Need to Be Consistent with the Overall Development Strategy of Enterprises [11]. the Construction Principle of Enterprise Human Resource Planning Model Base Needs to Be Determined According to the Characteristics and Influencing Factors of Human Resource Planning. in Most Cases, Enterprises Do Not Know Much about the External Supply, and It is Not Necessary to Have Accurate Information on the Supply Quantity of External Personnel. the Research on Supply Forecast Mainly Focuses on the Supply Forecast of Human Resources within the Enterprise. through the Establishment and Improvement of an Easy-to-Operate Incentive System and the Provision of Comprehensive Incentives, Employees Can Maintain Their Enthusiasm, Creativity, Satisfaction and Effective Working Conditions, Helping Employees to Give Full Play to Their Maximum Potential in the Enterprise.

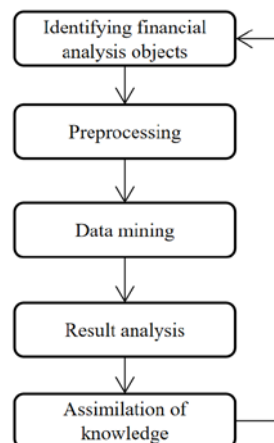


Fig.1 Data Mining Process in Financial Analysis and Management

Human Resources Management Emphasizes More Staff Participation and Management, So as to Mobilize Staff's Enthusiasm, Improve Staff's Sense of Achievement and Happiness, and Meet Staff's Personalized Needs. Lack of Execution Will Have a Serious Impact on the Operation and Development of the Enterprise. the Data Mining Process in Financial Analysis Generally Consists of Five Main Stages: Determining Financial Analysis Objects, Data Preparation, Data Mining, Result Analysis and Knowledge Assimilation, as Shown in Figure 1.

The human resources management system is a professional and effective management system, which can more effectively attract qualified personnel to enter the enterprise. At the same time, for the regular employees who enter the enterprise, the mission and task of the enterprise should be clearly informed. Its purpose is to convey and strengthen the basic concept of the enterprise to the employees. Under predictable circumstances, there are some unexpected aspects or some unexpected events, which undermine the preset premise of strategic design. The human resources department realizes the comprehensive management of enterprise employee files, and the system needs to provide information processing for various businesses in the file management process. Many enterprises have not yet realized this point, and it is difficult to formulate human resources planning from a strategic height, and they do not pay enough attention to the human resources planning of enterprises. Enterprises in a state of readiness are more likely to adopt a series of measures to cope with changes. Although success cannot be guaranteed, being prepared is definitely much more proactive than not being prepared. The system needs to provide users with information processing of various businesses in the recruitment process. Through the system to complete various business processing such as recruitment demand collection, recruitment position review, recruitment information release and so on. In the process of performance management, if an element of an enterprise changes, the performance objectives should be adjusted in time to ensure the dynamic unity of performance objectives and strategic objectives.

### **3. Comprehensive Measures to Establish Strategic Human Resources Management**

#### **3.1 Pay Attention to the Value of Employees**

Different from the traditional personnel management, strategic human resources management attaches great importance to the role of human resources in the realization of organizational strategies. It believes that human resources are the organization's first resource and the fundamental guarantee for the realization of organizational strategies. Improving the organization's strategic flexibility requires future-oriented human resources assessment. Future-oriented personnel assessment is not a simple negation of traditional assessment, but a transcendence of traditional assessment. Under the guidance of the people-oriented concept, strategic human resources management regards the labor of employees not simply as an obligation to be performed, but as the contribution of employees to the organization [12]. Making scientific and effective human resources planning can not only guide the human resources work of enterprises, but also help to adjust the balance between supply and demand of human resources. By evaluating the two dimensions of performance and behavior, organizational personnel can be effectively distinguished. The compilation of the plan should pay more attention to quantitative analysis so as to determine the scope of the plan and the measurement of its effect. Strategic human resources management is committed to resolving the contradiction between the personal development of employees and the organizational development, so as to unify the practice of personal development and organizational strategy. Predicting the demand for human resources and the supply of internal and external human resources in an enterprise is an expectation of the human resources situation in a certain period of time in the future and has forward-looking characteristics. Enterprises should start with the construction of enterprise culture, create a "people-oriented" atmosphere within the enterprise, and promote the smooth realization of strategic human resources management.

#### **3.2 Human Resources Match with Enterprise Strategy**

In the stage of strategy formation, the enterprise needs to analyze the external opportunities and

threats and examine the advantages and disadvantages inside the enterprise on the basis of determining the mission and objectives of the enterprise. Personnel assessment provides the necessary basis for personnel changes. Analyzing the possibility of organizational personnel changes on the basis of scientific assessment is conducive to enhancing the strategic flexibility of the organization. The internal and external environment of an enterprise is constantly changing, so is the supply and demand of human resources. The goal of human resources planning is to be able to take into account the interests of enterprises and employees, to promote the common development of enterprises and employees, and to have the characteristics of win-win. Enterprises implementing the market follower strategy pay more attention to the learning and imitation abilities of their employees, and require them to quickly follow the changes of leading enterprises in the market and make corresponding layout column adjustments in salary setting. When formulating the dismissal plan, the soft landing of the dismissed personnel should be taken as the target of solving the problem. In the stage of strategy implementation, whether the human resource practice matches with the enterprise strategy directly determines whether the strategy can be implemented smoothly. Human resources planning should be consistent with the overall development strategy of the enterprise, so as to become an organic part of the overall development strategy. When analyzing and comparing the possible strategies, one should consider whether the enterprise has the human resources required by the strategy and what kind of knowledge, skills and culture the employees need. In order to realize strategic human resources management fundamentally, we must match human resources with enterprise strategy and allocate the most suitable talents to the most suitable positions.

#### **4. Conclusion**

Under the background of the current era, human resources play a decisive role in the development of enterprises, while the strategic management level of human resources determines the management status and market share of enterprises. To establish strategic human resources management is to properly allocate human resources in a planned way according to the requirements of the organization's development strategy, and to do a good job in the organization's staff training and human resources development. Under the background of global economic integration, enterprises are facing international competition, and domestic and foreign competitors are competing for strategy and strategy execution ability. As the demand for internal human resources increases, so will the cost of labor. Human resources will be in a state of supply less than demand. At this time, enterprises need to improve labor productivity and the utilization rate of human resources. If the development of enterprises is not accompanied by the reform of human resource management, it is difficult to achieve the expected performance, and human resource management has a strategic attribute. Ensure that the overall corporate culture has an extended basis in the construction environment, and on this basis, provide a diversified penetration target for the follow-up strategic human resource management, improve the actual work environment, set up conditions for the stability of the follow-up human resource management system, and further consolidate the economic status of the next strategic plan.

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